



EMPLOYMENT TRIBUNALS

Claimant: Mr Garrick Nisbet

Respondent: Notus Heavy Lift Solutions Limited

Heard at: Bristol **On:** 1 to 3 October 2024

Before: Employment Judge C H O'Rourke

Representation

Claimant: Mr I Pearson - solicitor

Respondent: Miss E Wheeler - counsel

JUDGMENT

1. The Respondent unfairly dismissed the Claimant.
2. By a combination, however, of the application of the *Polkey* principle and s.123(6) Employment Rights Act 1996, as to contributory conduct, no compensation is awarded to the Claimant.
3. The Claimant's claim of breach of contract in respect of notice fails and is dismissed.

Employment Judge O'Rourke

Date 3 October 2024

Judgment sent to the parties on:

14 October 2024

For the Tribunal Office