



EMPLOYMENT TRIBUNALS

Claimant: Mrs Kerry Francis

Respondent: Contracts Services (Wolverhampton & Wrekin) Limited

FINAL HEARING

Heard at: Birmingham

On: 16 to 18 January 2018

Before: Employment Judge Camp (sitting alone)

Appearances

For the claimant: Bruce Frew, counsel

For the respondent: Elizabeth Hodgetts, counsel

RESERVED JUDGMENT

1. The claimant was unfairly and wrongfully dismissed.
2. In relation to unfair dismissal, if the remedy is compensation:
 - 2.1 there will be no compensatory award, pursuant to the so-called Polkey principle (see Polkey v AE Dayton Services Ltd [1987] UKHL 8);
 - 2.2 the basic award will be reduced by 60 percent, pursuant to section 122(2) of the Employment Rights Act 1996.
3. Written reasons for the above decision will be provided in due course; there is no need to request them.
4. The parties must within 21 days of the date this Reserved Judgment is sent to them jointly inform the tribunal whether a remedy hearing and further directions are needed and if so what orders they would like the tribunal to make.

**Employment Judge Camp
24 January 2018**