



EMPLOYMENT TRIBUNALS

Claimant: Mrs S Jenkyns

Respondent: Bonus Electrical Ltd

Heard at: Hull

On: 21 & 22 March 2019

Before Employment Judge Dr E Morgan

Representation

Claimant: Mr Rowley (Friend)

Respondent: Miss Allen (HR Manager)

JUDGMENT

1. The claim of unfair dismissal is well founded and succeeds.
2. By her conduct the Claimant contributed to her dismissal. The Tribunal is satisfied that having regard to such conduct, the appropriate level of contribution is 100%. Accordingly, the basic award otherwise payable to the Claimant by reason of her dismissal is reduced to nil.
3. The Tribunal is satisfied that applying the principle in *Polkey*, there was a 100% prospect that the claimant would be fairly dismissed in any event. Accordingly, the compensation otherwise payable to the Claimant is reduced to nil.

4. The claims of wrongful dismissal, unlawful deduction from wages, and failure to pay accrued holiday pay contrary to the Working Time Regulations 1998 are not well founded and are dismissed.

Employment Judge Morgan

Date: 22nd March 2019