



EMPLOYMENT TRIBUNALS

Claimant: Mr J McQuillan

Respondent: T & R Precision Engineering Limited

Heard at: Manchester (by CVP)

On: 12, 13 and 14 July 2021

Before: Employment Judge Ross

REPRESENTATION:

Claimant: Ms A Johns, Counsel

Respondent: Mr S Myehoff, Solicitor

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was unfairly dismissed, for procedural reasons, pursuant to Section 98(4) Employment Rights Act 1996.
2. By reason of the principle in **Polkey -v- A E Dayton Services Limited**, it was wholly and completely inevitable that the claimant would have fairly been dismissed for conduct reasons within four weeks of his dismissal, 27 January 2020.
3. The claimant's claim for failure to provide written particulars of employment is not well founded and fails.

Employment Judge Ross
5 August 2021

JUDGMENT SENT TO THE PARTIES ON
6 August 2021

FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.