



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Kijak and Mrs Kijak

**Respondent:** Mil-ver Metal Company Ltd

**Heard at:** Birmingham Employment Tribunal (via CVP)

**On:** 1,2 and 3 March 2023

**Before:** Employment Judge Bennett

## **Representation**

**Claimant:** Ms Janusz, Employment Advisor

**Respondent:** Mrs Cox, Solicitor

# JUDGMENT

The judgment of the Tribunal is that:

1. The Claimants' claims of unfair dismissal are upheld and the Respondent must pay to the Claimants as follows:

a. Basic Award:

i. Mr Kijak - £1,076.00 (basic award less 75% in respect of contributory fault)

ii. Mrs Kijak - £411.01 (basic award less 75% in respect of contributory fault)

b. The Claimants are not entitled to a compensatory award on account of a 100% Polkey deduction.

2. The Claimants' complaints of breach of contract are not well-founded and are dismissed.

Employment Judge Bennett

Date: 3 March 2023