



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant** and **Respondent**

**Mr M. Walters**

**South Western Ambulance Service  
NHS Foundation Trust**

**Held at: Exeter by Video**  
**Before: Employment Judge Smail**

**On: 18 and 19 January 2024**

## **Appearances**

**Claimant:** In Person

**Respondent:** Mr Cordrey, Counsel

# JUDGMENT

1. The Claimant was unfairly dismissed, procedurally.
2. The compensatory award, following the extra week the Claimant should have been employed, is reduced by 100% under Polkey.
3. No additional reduction to the compensatory award for contributory fault.
4. The Claimant should receive 50% of the basic award.
5. The Respondent must pay the Claimant £3,483.16 within 14 days.

*Full oral reasons were given at the hearing. If any party requires reasons in writing, they must email the Tribunal within 14 days of this Judgement being sent to the parties.*

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Employment Judge Smail  
Date: 23 January 2024

Judgment sent to the parties on 06 February 2024

For the Tribunal Office