



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Walsh  
**Respondent:** Next Distribution Limited

**HELD AT:** Leeds **ON:** 18 December 2017

**BEFORE:** Employment Judge D N Jones

## REPRESENTATION:

**Claimant:** Mrs S Vaughan, union representative  
**Respondent:** Mr I Blackwell, solicitor

# JUDGMENT

1. The claimant was unfairly dismissed by the respondent.
2. The claimant was culpable of conduct prior to the dismissal which contributed to it and it is just and equitable to reduce the basic and compensatory awards by 65% to reflect such conduct.
3. The respondent shall pay to the claimant compensation in respect of the unlawful dismissal in the sum of £8,348.84, comprising a basic award of £3,852.65 and a compensatory award of £4,496.19. The recoupment provisions do not apply.

Employment Judge D N Jones

Date: 18 December 2017

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.

[JE]