



## EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Mr S Cornel

and

**Respondent**  
Not Just Cleaning Limited

**Held at Reading on** 2 October 2017

**Representation**                      **Claimant:** Mr H Tufnell, trade union representative  
(assisted by Ms T Clespo-Hale,  
interpreter in the Spanish language)

**Respondent:** Mr M Curtis, counsel

**Employment Judge** Mr S G Vowles (sitting alone)

### JUDGMENT

#### Evidence

1. The Tribunal heard evidence on oath and read documents provided by the parties. From the evidence heard and read the Tribunal determined as follows.

#### Unfair Dismissal – Section 98 Employment Rights Act 1996

2. The Claimant was dismissed on 7 February 2017 and that was the effective date of termination. The dismissal was not unfair. This complaint is dismissed.

#### Wrongful Dismissal - article 3 Employment Tribunals Extension of Jurisdiction (E&W) Order 1994

3. The Claimant's gross misconduct was such as to justify summary dismissal. The dismissal was not wrongful. This complaint is dismissed.

#### Application for Costs Order

4. The Respondent's application for a costs order was refused.

**Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013**

5. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

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Employment Judge Vowles

2 October 2017

Judgment sent to the parties on

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for the Tribunal Office