



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
MR S THOMAS

Respondent
SCANLANS LIGHT HAULAGE LTD

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

EMPLOYMENT JUDGE: R F POWELL

APPEARANCES:

For the Claimant: In person

For the Respondent: Mr Chambers, solicitor

JUDGMENT

The Judgment of the Employment Tribunal is that:

1. The claimant was unfairly dismissed.
2. The claimant's culpable conduct prior to dismissal contributed to the respondent's decision to dismiss and the basic award is reduced by 80%, accordingly the respondent is ordered to pay to the claimant the sum of £730.00.
3. Had this respondent adopted a fair procedure the claimant would have been dismissed in any event on the 25th May 2018, accordingly the respondent is ordered to pay to the claimant a compensatory award in the net sum of £857.50.
4. The claim for failure to pay accrued holiday pay is well founded and the respondent is ordered to pay to the claimant the net sum of £343.00.

**Judgment entered into Register
And copies sent to the parties on:**

.....9 March 2019.....

EMPLOYMENT JUDGE Powell

Dated: 8th March 2019

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for Secretary of the Tribunals