



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Locke

**Respondent:** West Midlands Fire Service

**Heard at:** Birmingham Employment Tribunal via CVP  
**On:** 9 and 10 August 2021

**Before:** Employment Judge Noons

## **Representation**

Claimant: Himself

Respondent: Mr Sahota, HR Consultant

# JUDGMENT

The Judgment of the Employment Tribunal is that:

1. The claimant's application for unfair dismissal is well founded and succeeds.
2. The claimant's application for reinstatement is refused
3. The claimant's application for re-engagement is refused
4. There shall be a reduction of 70% for contributory fault to both the basic award and compensatory award. Applying this reduction, the claimant is awarded as follows:
  - 4.1 £2677.50 for his basic award.
  - 4.2 £210 for loss of statutory rights.
  - 4.3 £7554.46 for loss of earnings to date of the hearing.
  - 4.4 £6912 for 2 years future loss of earnings.
5. The full compensatory award cannot be calculated as the respondent was not able to provide the tribunal with details to enable to calculation of pension loss. A case management order has been made in this regard and this matter will be listed for a further 2 hour hearing in order to finalise the compensation due to the claimant.

Employment Judge Noons  
10 August 2021

Notes

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.

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