



## EMPLOYMENT TRIBUNALS

**Claimant**

Mr D Moore

**Respondent**

Howden Joinery People Services Ltd

**Heard at:** CVP

**On:** 18, 19, 20 October 2021

**Before:** Employment Judge Davies

**Appearances**

**For the Claimant:**

**Ms A Smith (counsel)**

**For the Respondent:**

**Mr A Webster (counsel)**

## JUDGMENT

1. The complaint of unfair dismissal is well-founded and succeeds.
2. No deduction is to be made from the Claimant's compensation to reflect any chance that he would have been fairly dismissed in any event.
3. The Claimant contributed to his dismissal by culpable and blameworthy conduct and it is just and equitable to reduce his basic and compensatory awards by 50%.

*S-J Davies*

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**Employment Judge Davies**  
**20 October 2021**

Sent to the parties on:  
21 October 2021

**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.



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