



EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case Number: 4102589/2024

Hearing held in Glasgow on 17 and 18 September 2024

Employment Judge M Whitcombe

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Mr N Finlayson

Claimant
Represented by:
Mr P Deans
(Solicitor)

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Network Rail Infrastructure Limited

Respondent
Represented by:
Mr E Gilligan
(Solicitor)

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JUDGMENT

25 The judgment of the Tribunal is as follows.

(1) The claimant was unfairly dismissed by the respondent.

(2) It would be just and equitable to reduce both the basic and the compensatory awards by 70% because of the claimant's contributory fault.

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(3) Oral reasons were given in the presence of the parties.

(4) All other issues of remedy, including reinstatement or re-engagement, will be dealt with at a further hearing. The parties will be sent a separate notice of hearing once the date has been confirmed.

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Employment Judge:	M Whitcombe
Date of Judgment:	18 September 2024
Entered in register:	20 September 2024
and copied to parties	