



EMPLOYMENT TRIBUNALS

Claimant: Mr A Kershaw

Respondent: Indigo Furniture Limited

Heard at: Nottingham **On:** 12-13 October 2016 and 25 November 2016

Before: Employment Judge Milgate (sitting alone)

Representation

Claimant: Ms B Roache, Free Representation Unit

Respondent: Ms Hall, Peninsula Business Services

JUDGMENT

1. The Claimant was unfairly dismissed by the Respondent. The Respondent is ordered to pay the Claimant a basic award of £3,618.72. There is no compensatory award, the Tribunal having made a 100 per cent reduction for contributory conduct pursuant to section 123(6) Employment Rights Act 1996.
2. The Respondent did not provide the Claimant with an updated statement of terms and conditions contrary to Section 4 of the Employment Rights Act 1996. However there are exceptional circumstances which make it unjust or inequitable to make an award in relation to this matter.
3. The Respondent is ordered to pay the Claimant £1200 as reimbursement for the Tribunal fees paid by the Claimant in this case.

Employment Judge Milgate

Date 30 November 2016

JUDGMENT SENT TO THE PARTIES ON

21 December 2016

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FOR THE TRIBUNAL OFFICE

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.