



## EMPLOYMENT TRIBUNALS

**Claimant**  
**Mr J Boyle**

v

**Respondent**  
**Carbon International Limited**

### HEARING

**Heard at:** Hull                      **On:** 1 and 2 June 2016  
**Before:** Employment Judge Maidment (sitting alone)  
**Appearances**  
**For the Claimant:** In person  
**For the Respondent:** Mr G Smith, lay representative

### JUDGMENT

1. The Claimant's complaint of unfair dismissal is well founded and succeeds. The Claimant was not dismissed for reason of his raising health and safety concerns but his dismissal was unfair in accordance with Section 98(4) of the Employment Rights Act 1996.

2. As compensation for unfair dismissal the Respondent is ordered to pay to the Claimant the sum of £1,415.35 comprising of a basic award of £124.80 and a compensatory award of £1,290.55 (such later sum having been uplifted by 10 per cent by reason of the Respondent's unreasonable failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures and both sums having been reduced by a factor of 70 per cent to reflect the Claimant's blameworthy conduct/conduct before dismissal).

Employment Judge Maidment  
2 June 2016

Date Sent: 7 June 2016

#### 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.