EMPLOYMENT TRIBUNALS

BETWEEN

Claimant		**Respondent**
Mr P Baker	**AND**	Farmers Fresh Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham **ON** **7** & 8 February 2017

BEFORE: EMPLOYMENT JUDGE CONNOLLY

Representation
For the Claimant: Mr B Hill, lay representative
For the Respondent: Mr N Roberts, Counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was unfairly dismissed by the respondent. His claim of unfair dismissal succeeds.
2. Any basic or compensatory award to the claimant is reduced by 20% to reflect culpable conduct on the part of the claimant that contributed to his dismissal.
3. The claim that respondent made unauthorised deductions from the claimant's wages is dismissed upon withdrawal by the claimant.
4. The respondent is ordered to pay the claimant £14832 in respect of his claim of unfair dismissal.
5. The Recoupment Regulations apply as follows:
   - 5.1 total monetary award £14,832.00
   - 5.2 the prescribed element is £9107.2
   - 5.3 the period of the prescribed element is 19.4.16 to 19.10.16
   - 5.4 the amount by which the monetary award exceeds the prescribed element is £5814.8

Employment Judge Connolly
8 February 2017

Judgment sent to Parties on
13 February 2017

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 judgment.