



EMPLOYMENT TRIBUNALS

Claimant: Mr N Decker
Respondent: Ladbrokes Betting & Gaming Limited
Heard at: East London Hearing Centre
On: 12 April 2017
Before: Employment Judge Russell

Representation
Claimant: In person
Respondent: Mr S Liberadzki (Counsel)

JUDGMENT

It is the judgment of the Employment Tribunal that:-

1. The reason for dismissal was conduct.
2. The dismissal was unfair in all the circumstances of the case, contrary to section 98(4) of the Employment Rights Act 1996.
3. Any award shall be reduced by 75% to reflect the chance that the Claimant could and would have been fairly dismissed had a fair procedure been followed.
4. There shall be no deduction to any basic or compensatory award for contributory fault.
5. Any award shall be reduced by 5% to reflect the Claimant's unreasonable failure to comply with the ACAS Code of Practice regarding appeals.
6. There was no unreasonable failure by the Respondent to comply with the ACAS Code of Practice.
7. Judgment being given as above, the parties agreed terms of settlement.

Employment Judge Russell

18 April 2017

