



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT
MR R JANIK

V

RESPONDENTS
UK FIRE DOORS LTD

HELD AT: CARDIFF

ON: 3 APRIL 2017

BEFORE: EMPLOYMENT JUDGE W BEARD
(SITTING ALONE)

REPRESENTATION:

FOR THE CLAIMANT: IN PERSON

FOR THE RESPONDENT: MR CHAMBERS (SOLICITOR)

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim of unfair dismissal is well founded.
2. The claimant's compensation pursuant to section 123 of the Employment Rights Act 1996 is reduced by 80% on the basis that had a fair procedure been followed the claimant would have been dismissed in any event.
3. The respondent is ordered to pay to the claimant the sum of £1,224.58
4. The respondent is ordered to pay to the claimant the sum of £1200.00 costs in respect of tribunal fees incurred by the claimant.

Judgment posted to the parties on

10 April 2017

For Secretary of the Tribunals

EMPLOYMENT JUDGE N W BEARD

Dated: 4 April 2017

