



EMPLOYMENT TRIBUNALS

Claimant: Mr N Sutcliffe
Respondent: S Voase Builders Ltd
Heard at: Hull **On:** 4 October 2017
Before: Employment Judge Davies
Mrs L Benstead
Mr R Grasby

Representation

Claimant: Self-representing
Respondents: Ms S Brewis, counsel

JUDGMENT

1. The Claimant did not fail to take reasonable steps to mitigate his losses when he pursued self-employment rather than applying for employment.
2. It is appropriate to compensate him for his financial losses to date and for a further period of 12 months.
3. The Claimant contributed to his dismissal by blameworthy conduct and it is appropriate to reduce his compensation for financial losses and for injury to feelings by 85% to reflect that contribution.
4. Accordingly, the Respondent shall pay the Claimant **£2610.60** in respect of financial losses to date plus interest (£16,685.25 net loss to date x 15% plus £107.81 interest).
5. The Respondent shall pay the Claimant **£2070.62** in respect of future financial losses (£13,804.13 x 15%).
6. The Respondent shall pay the Claimant **£977.54** in respect of injury to feelings plus interest (£6000 x 15% plus £77.54 interest).

Employment Judge Davies

Date: 4 October 2017