



EMPLOYMENT TRIBUNALS

Claimant: Mr Kevin Blake

Respondent: Kingsnorth Waste Management Limited

Heard at: London South (Ashford)

On: 25 September 2017

Before: Employment Judge John Crosfill

Representation

Claimant: Mr D Van Heck of Counsel (Direct Access)

Respondent: Mr J Demeza-Wilkinson (Consultant)

JUDGMENT

1. The Claimant's claim for unfair dismissal brought under part X of the Employment Rights Act 1996 is well founded.
2. That any compensation awarded to the Claimant under Section 123 of the same act shall be reduced by 50% to reflect the possibility of the employment ending either by resignation or dismissal.
3. The Claimant's claim for wrongful dismissal/notice pay brought under the Employment Tribunals (Extension of Jurisdiction) Order 1994 succeeds.
4. The Claimant's claim for the last instalment of his wages brought under Part II of the Employment Rights Act 1996 and/or the extension of jurisdiction order succeeds.
5. The Claimant's claim for payment for annual leave accrued but untaken at the time of his dismissal brought under Regulation 30 of the Working Time Regulations 1998 succeeds.

ORDER

1. If the parties are unable to agree the sums to be paid under the claims above then they must jointly write to the tribunal on or after 23 October 2017 requesting

a 2 hour hearing to determine remedy.

2. In support of the request above the parties are required to include, at the same time as the said request, details of any dates to avoid of the parties and/or their representatives.

Employment Judge John Crosfill

Date: 29 September 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 decision.