



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr John Oliver  
**Respondent:** National Tyre Services Limited  
**Heard at:** Leicester  
**On:** 3 January 2018  
**Before:** Employment Judge Ahmed (sitting alone)

## Representation

**Claimant:** In Person  
**Respondent:** Mrs Gillian Chinhengo - Solicitor

# JUDGMENT

1. The Claimant was unfairly dismissed.
2. There is no compensatory award as the Claimant was likely to have been fairly dismissed in any event.
3. The Claimant contributed towards the dismissal. His basic award shall be reduced by 75% for contributory conduct.
4. The Respondent is ordered to pay to the Claimant compensation for unfair dismissal (after taking into account contributory conduct) £2,696.62 net.
5. The Recoupment Regulations do not apply.

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Employment Judge Ahmed

Date: 13 February 2018

JUDGMENT SENT TO THE PARTIES ON

19 February 2018

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FOR THE TRIBUNAL OFFICE

## 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.