



EMPLOYMENT TRIBUNALS

Claimant: Mr R Espina

Respondent Rockstar Leisure Limited
t/as Sakana Pan Asian Restaurant

HELD AT: Manchester

ON: 20 February 2018

BEFORE: Employment Judge Batten (sitting alone)

REPRESENTATION:

For the Claimant: In person
For the Respondent: Mr T Yip, director

JUDGMENT

The judgment of the tribunal is that:

1. the claimant's claim of unauthorised deductions from wages is well founded. The respondent is ordered to pay to the claimant the sum of £850.00 net in respect of deductions for uniform cleaning;
2. the claimant's claim of unfair dismissal is well founded;
3. the tribunal considered that the claimant's conduct was such that it is just and equitable to reduce the amount of the basic award by 50%;

4. the tribunal considered that the dismissal was contributed to by the actions of the claimant such that it is just and equitable to reduce the amount of the compensatory award by 50%;
5. the tribunal considered that the amount of the compensatory award shall be further reduced by 50% on a just and equitable basis to reflect the likelihood that the claimant would still have been dismissed had a proper procedure been followed; and
6. the issue of the amount of any remedy for unfair dismissal is adjourned to 10am on 27 March 2018.

Employment Judge Batten

20 February 2018