



## EMPLOYMENT TRIBUNALS

**Claimant:** Mr Nehman Taj  
**Respondent:** First Source Solutions UK Limited  
**Heard at:** Leicester Employment Tribunal  
**On:** 4 – 5 April 2018  
**Before:** Employment Judge Dyal (sitting alone)

**Representation:**

Claimant: In person  
Respondent: Mr Searle, Counsel

## JUDGMENT

1. The Claimant was unfairly dismissed.
2. It is just and equitable to reduce the basic award and the compensatory award to nil.
3. The tribunal would have made a *Polkey* reduction of 85% had the compensatory award not been reduced to nil.

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Employment Judge Dyal

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Date: 05.04.2018

SENT TO THE PARTIES ON

10 April 2018

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FOR EMPLOYMENT TRIBUNALS