



EMPLOYMENT TRIBUNALS

Claimant
Mr Sousa

v

Respondent
Patisserie Holdings Plc

Heard at: Bristol

On 17 May 2018

Before: Employment Judge Pirani

Appearances

For the Claimant: Ms R Schon, counsel

For the Respondent: Ms S Russam, HR Manager

JUDGMENT

1. The claimant was unfairly dismissed by the respondent.
2. The claimant was wrongfully dismissed by the respondent.
3. The respondent agrees that the claimant is owed outstanding holiday pay.
4. The claimant caused or contributed to his dismissal such that a 20% reduction to the awards is made pursuant to sections 122(2) and section 123(6) of the Employment Rights Act 1996
5. The respondent unreasonably failed to comply with the Acas code on disciplinary procedures such that an uplift to the compensatory award is just and equitable at the level of 20%.

REMEDY

Remedy was agreed in the global sum of £19,000.



Employment Judge Pirani

21 May 2018

Sent to the parties on:

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For the Tribunal:

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Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.