



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Safdar  
**Respondent:** Asda Stores Ltd  
**Heard at:** Leeds      **On:** 13 and 14 September 2018  
**Before:** Employment Judge Davies

## Representation

**Claimant:** Ms H Gardener (counsel)  
**Respondent:** Ms L Stratton (solicitor)

## JUDGMENT

1. The Claimant's claim of unlawful deduction from wages is dismissed on withdrawal.
2. The Claimant's claim of unfair dismissal is well-founded and succeeds.
3. There is a 10% chance that the Claimant would have been fairly dismissed in any event.
4. The Claimant contributed to his dismissal by blameworthy conduct and it is just and equitable to reduce his basic and compensatory awards by 10%.
5. The Respondent shall pay the Claimant a basic award of £1760.47.
6. The Respondent shall pay the Claimant a compensatory award of £613.28.

**Employment Judge Davies**

**Date: 14 September 2018**

### Written reasons

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.

### Public access to Employment Tribunal judgments

Judgments and written reasons for judgments, where they are provided, are published in full online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties in the case.