



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr T Hussain

v

Signature Flatbreads UK Limited

Heard at: Watford

On: 23 October 2018

Before: Employment Judge C Palmer

Appearances

For the Claimant: Mr G McKetty, Consultant

For the Respondent: Mr L Harris, Counsel

JUDGMENT

1. The claimant contributed to his dismissal by 50% so the compensatory and basic award is reduced by this amount.
2. There is no reduction under Polkey.
3. There is no uplift under Section 207A of the Trade Union and Labour Relations Act.
4. The claimant is entitled to one month's notice pay.
5. The claimant failed to mitigate his loss for the period up to 30 May when he first applied for a job. No compensatory award is payable after 31 October.
6. I award to the claimant the following:
 - 6.1. Notice pay of £1,534;
 - 6.2. Basic award, after 50% deduction for contributory fault, £767;
 - 6.3. Compensatory award of 5 month's net pay, after 50% deduction for contributory fault, £3,835

- 6.4. Loss of statutory rights, £350.
- 7. The total payable by the respondent to the claimant is £6,486.

Employment Judge C Palmer

Date: ...15.11.18.....

Sent to the parties on: ...15.11.18.....

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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.