



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr M Abbas v Oxford University Hospitals NHS Foundation Trust**

**Heard at:** Watford

**On:** 5-9 November 2018

**Before:** Employment Judge Skehan

## **Appearances**

**For the Claimant:** Mr L Wilson, Counsel

**For the Respondent:** Mr R Moretto, Counsel

## **JUDGMENT**

1. The claimant's claim for unfair dismissal is successful. The procedure followed by the respondent was inadequate. However, should a fair procedure have been followed, the claimant would have been dismissed in two months in any event. The claimant contributed to his dismissal and his contribution is assessed at 75%. The claimant's compensatory award is reduced accordingly.
2. The respondent will pay the claimant the sum of £3,253.98 within 14 days of the date of this judgment in respect of an unfair dismissal basic award and £519.71 in respect of a compensatory award. These figures have been agreed between the parties.
3. The respondent will pay the claimant the agreed sum of £200.43 within 14 days of the date of this judgment in respect of accrued but untaken holiday pay. The parties do not believe that tax is payable on this amount. Should tax be payable, it is agreed between the parties that the claimant is responsible for any such payment.

4. The total amount to be paid by the respondent to the claimant under paragraphs 1-5 above is **£3,974.12**.

\_\_\_\_\_  
Employment Judge Skehan

Date: ...13 December 2018.....

Sent to the parties on: .....

.....  
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.