



# EMPLOYMENT TRIBUNALS

## BETWEEN

Claimant  
MR S THOMAS

Respondent  
SCANLANS LIGHT HAULAGE LTD

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

EMPLOYMENT JUDGE: R F POWELL

### APPEARANCES:

For the Claimant: In person

For the Respondent: Mr Chambers, solicitor

## JUDGMENT

**The Judgment of the Employment Tribunal is that:**

1. The claimant was unfairly dismissed.
2. The claimant's culpable conduct prior to dismissal contributed to the respondent's decision to dismiss and the basic award is reduced by 80%, accordingly the respondent is ordered to pay to the claimant the sum of £630.00.
3. Had this respondent adopted a fair procedure the claimant would have been dismissed in any event on the 25<sup>th</sup> May 2018, accordingly the respondent is ordered to pay to the claimant a compensatory award in the net sum of £857.50.
4. The claim for failure to pay accrued holiday pay is well founded and the respondent is ordered to pay to the claimant the net sum of £343.00.

**Judgment entered into Register  
And copies sent to the parties on:**

**\_\_\_\_\_24 March 2019\_\_\_\_\_**

**.....  
for Secretary of the Tribunals**

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**EMPLOYMENT JUDGE Powell**

**Dated: 22<sup>nd</sup> March 2019**