



EMPLOYMENT TRIBUNALS

Claimant: Mr S Vaghela

Respondent: British Gas Services Limited

Heard at: Leicester

Heard on: 18 – 20 March 2019
12 April 2019 (remedy)

Before: Employment Judge Ahmed

Members: Mr K Rose
Dr G Looker

Representation

Claimant: In person

Respondent: Mr Nathan Roberts of Counsel

JUDGMENT

The unanimous judgment of the Employment Tribunal is that:-

1. The Claimant was dismissed in breach of contract. The Respondent is ordered to pay damages of £3,387.78 (net).

Upon reconsideration, this part of the original judgment is revoked. There is no order or judgment for breach of contract. The complaint of breach of contract is dismissed upon an earlier withdrawal.

2. The complaint of direct age discrimination is dismissed.

3. The complaint of outstanding or unpaid deduction of wages in respect of holiday pay is dismissed.

4. The Claimant was unfairly dismissed but contributed to his dismissal. His basic and compensatory awards shall be reduced by 50%.

5. The issue of remedy is agreed. The Respondent shall pay to the Claimant a basic award of £3,734.25 (net).

6. The Respondent is ordered to pay to the Claimant a compensatory award of £19,966.00 (net).

(Total award for unfair dismissal is therefore £23,700.25.)

7. The Recoupment Regulations do not apply.

Employment Judge Ahmed

Date: 3 May 2019

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Notes

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 decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.