



EMPLOYMENT TRIBUNALS

Claimant: Mr JR Fayle

Respondent: Clwyd Precision Engineering Ltd

HELD AT: Wrexham **ON:** 13th August 2018

BEFORE: Employment Judge T Vincent Ryan

REPRESENTATION:

Claimant: Litigant in person

Respondent: Ms L. Nicholson, Director

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was unfairly dismissed by the respondent on 20 November 2017; the claimant's claim of Unfair Dismissal is well-founded and succeeds.
2. The conduct of the claimant before his dismissal was such that it would be just and equitable to reduce any basic award to nil.
3. The claimant was at such risk of being fairly dismissed that any compensatory award will be reduced to his loss of earnings for two weeks being the period of time within which he would have been fairly dismissed but for the respondent's procedural errors.
4. Subject to the above the Tribunal finds that the dismissal was caused or contributed to by the action of the claimant to such an extent that he is not entitled to receive any further compensatory award than the two-week's net pay provided for above.
5. In consequence of the above the respondent shall pay to the claimant the sum of £750.40 compensation for Unfair Dismissal.

6. Above all is to reflect possible for the period 20 November 2017 first December 7. The recruitment provisions do not apply.
7. The claimant has not presented a claim of age discrimination to the tribunal.

Employment Judge T. Vincent Ryan

Date: 13 August 2018

JUDGMENT SENT TO THE PARTIES ON
31 August 2018

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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.