



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr G Semakula

**Respondent:** Smart Parking Limited

**Heard at:** LONDON SOUTH

**On:** 6 March 2018

**Before:** Employment Judge Siddall

## Representation

Claimant: Mr J Brissett, Solicitor

Respondent: Mr G Molyneaux, Counsel

# JUDGMENT

1. The claim for unfair dismissal is well founded and it succeeds.
2. Had a fair procedure been followed, there is a ninety per cent chance that the Claimant would have been fairly dismissed.
3. Any basic award and compensatory award is reduced by one hundred per cent to reflect the conduct of the Claimant that contributed to his dismissal.
4. The Claimant is therefore awarded a nil basic award and a nil compensatory award.

**Employment Judge Siddall**

Date 6 March 2018