



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Pemberton

**Respondent:** Timpson Limited

**HELD AT:** Manchester

**ON:** 2 July 2019 and  
22 & 23 August 2019

**BEFORE:** Employment Judge Holbrook

## REPRESENTATION:

**Claimant:** Mr Y Bakhsh, Consultant

**Respondent:** Mr G Hamilton-Fisher, Director

## JUDGMENT

The judgment of the Tribunal is that the claim for unfair dismissal succeeds. However, any basic or compensatory awards will be reduced by 25% because of the claimant's contributory fault.

Employment Judge Holbrook

Date 27 August 2019

JUDGMENT SENT TO THE PARTIES ON

9 September 2019

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.