EMPLOYMENT TRIBUNALS

BETWEEN

Claimant	and	**Respondent**
Mr A Davies		**AMI Facility Management Limited**

Held at: Watford **On: 4 September 2019**

Before: Employment Judge Smail

Appearances
Claimant: In Person
Respondent: Mr A Bansal (Solicitor)

JUDGMENT

1. The Claimant was procedurally unfairly dismissed by the Respondent in that it held a disciplinary hearing in the Claimant's absence when it knew he was abroad and so could not attend.

2. The Respondent must pay a basic award of £2,237.54 within 14 days.

3. No compensatory award is appropriate because there was a 100% chance the Claimant would have been dismissed at an appeal hearing in any event.

4. No additional holiday pay is due.

Employment Judge Smail

South East Region

Date: 4 September 2019

Judgment sent to the parties on