



EMPLOYMENT TRIBUNALS

Claimant

Mr L McVeigh

v

Respondent

Tesco Stores Limited

Heard at: Huntingdon

On: 12 & 13 November 2019

Before: Employment Judge Ord

Appearances

For the Claimant: In person.

For the Respondent: Ms B Balmelli, Counsel.

JUDGMENT

1. The claimant was unfairly dismissed.
2. The claimant suffered unlawful deduction from wages in the sum of £169.22.
3. The claimant is entitled to a basic award of £6,279.52.
4. The claimant is awarded a compensatory award of £9,257.23. A 25% reduction is applied to that due to the claimant's blameworthy conduct prior to dismissal which contributed to his dismissal, and a 20% uplift is thereafter added to the award to reflect the respondent's unreasonable failure to comply with the ACAS Code of Practice. The compensatory award is therefore £8,331.50.

5. The total award is therefore £14,780.24. The protected element is £8,331.50 and the protected period is 19 November 2018 to 3 January 2019.

Employment Judge Ord

Date: 15 November 2019

Sent to the parties on:

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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.