



EMPLOYMENT TRIBUNALS

Claimant: Mr K Smith

Respondent: The Good Eating Company Ltd

Heard at: London Central

On: 12 & 13 December 2019

Before: Employment Judge Quill (Sitting Alone)

Representation

Claimant: Mr N Decker, legal representative

Respondent: Mr M Cornish, solicitor & in-house lawyer

JUDGMENT

1. The claim for unfair dismissal is well-founded. That means that the Respondent unfairly dismissed the Claimant.
2. The Claimant caused the dismissal to the extent that it is just and equitable to apply a 100% deduction to the compensatory award that might otherwise have been made. It is not just and equitable to make any reduction to the basic award.
3. The Respondent must therefore pay to the Claimant a basic award of £3079.73.

(The components of the basic award calculation were as follows: week's pay was £410.63; length of service was 5 years; multiplier of 1.5 for each one of those 5 years).

Employment Judge Quill

Date 18 Dec 2019

JUDGMENT SENT TO THE PARTIES ON

19/12/2019

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FOR THE TRIBUNAL OFFICE

Notes

Case No: 2200420/2019

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.