



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr S Mohammad**

**v**

**Tesco Stores Limited**

**Heard at:** Birmingham

**On:** 6 to 12 February 2020

**Before:** Employment Judge Broughton

**Appearances:**

For Claimant: in person

Respondent: Miss L Kaye, counsel

## JUDGMENT

The Claimant was unfairly dismissed but would have been dismissed fairly 6 weeks later and would not have been off sick after the expiry of his last fit note. His basic award is reduced to zero because of his conduct as detailed in the reasons on liability but he is entitled to a compensatory award for his losses which arose solely because of the respondent's procedural failings such that no further award nor a reduction for contributory conduct would be just and equitable (gross):

9 days SSP – 9 * £89.35	£ 114.88
and 5 weeks pay 5 * £326.92	£1643.60
<b>Total</b>	<b>£1749.48</b>

Employment Judge Broughton  
Date: 12 February 2020

**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.