



EMPLOYMENT TRIBUNALS

Claimant: Mr A Abdullah

Respondent: DPD Group UK Limited

Heard at: Birmingham by CVP **On:** 25 & 26 February 2021

Before: Employment Judge Connolly (sitting alone)

Appearances

For the claimant: In person

For the respondents: Mr J Gidney (Counsel)

This was a remote hearing by video which was not objected to by the parties and is denoted by the 'V' next to the case number above.

JUDGMENT

The Judgment of the tribunal is that:

1. The claimant was unfairly dismissed. His claim of unfair dismissal succeeds.
2. His basic award will be reduced by one third by reason of his conduct prior to his dismissal applying s.122(2) ERA 96
3. His compensatory award will be reduced by one third under the principle in *Polkey* to reflect the chance he would have been fairly dismissed in any event.

Employment Judge Connolly

Signed on 26 February 2021

Note

Reasons for the judgment having been given orally at the hearing and written reasons not having been requested, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.