



EMPLOYMENT TRIBUNALS

Claimant: Mr R Wayne

Respondent: Transvac Systems Limited

AT A FINAL HEARING

Heard at: Nottingham **On:** 25 & 26 November 2020

Before: Employment Judge Clark (sitting alone)

Representation

Claimant: Mr Wayne in person

Respondent: Mr T Wood of Counsel

JUDGMENT

1. The Claimant's claim of unfair dismissal **succeeds**.
2. The claimant's conduct caused his dismissal and it is just and equitable to reduce any compensation that otherwise would be assessed as flowing from the dismissal by 100% under both sections 122(2) and 123(6) of the Employment Rights Act 1996.
3. The dismissal was unfair on narrow points of procedure and I am satisfied that but for that failure there would have been a fair dismissal such that it is also just and equitable to reduce compensation under s.123(1) of the Employment Rights Act 1996 by 100%.

EMPLOYMENT JUDGE: R Clark

DATE: 26 November 2020

Reasons having been given orally at the hearing, written reasons will not be provided unless a request is made to the Employment Tribunal within 14 days of the date this judgment was sent to the parties.