



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Douglas Nicholls  
**Respondent:** Wellington Engineering Co Limited  
**Heard at:** **Watford (Remote hearing via CVP)**  
**On:** 8 April 2021  
**Before:** Employment Judge Hanning (sitting alone)

**Appearances:**

For the claimant: In person

For the respondent: Mr M Cross, Head of Human Resources and Ms T Minson, HR Administrator

**COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals**

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by video (CVP). A face to face hearing was not held because it was not practicable and no-one requested the same and all issues could be determined in a remote hearing.

## JUDGMENT

1. The claimant was unfairly dismissed.
2. The claimant having contributed to his dismissal by his own conduct, the basic and compensatory awards are reduced by 50% pursuant to sections 122 (2) and 123 (6) of the Employment Rights Act 1996
3. The respondent shall pay compensation to the claimant for unfair dismissal (after applying the 50% reduction) of £2,342.60.
4. The Recoupment Regulations do not apply.
5. The claimant's claim for unlawful deduction from wages is not well-founded and is dismissed

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Employment Judge Hanning

Date: 12 May 2021

JUDGMENT & REASONS 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

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