



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondent

Mr D. Condron

Professional Witnesses Ltd

Held at: Exeter

On: 24 and 25 May 2021

Before: Employment Judge Smail

Appearances

Claimant:

Mr R Symons (Family Friend)

Respondent:

Mr D Campion (Counsel)

JUDGMENT

1. The Claimant was procedurally unfairly dismissed.
2. The Tribunal marks the Respondent's procedural failures by ordering the Respondent to pay the Claimant a basic award of £2,192.30 within 14 days.
3. It is not just an equitable to award the Claimant a compensatory award: first, there was a 100% chance he would have been dismissed anyway had procedural failures been cured; and secondly, he contributed 100% to his own dismissal.

Employment Judge Smail

Dated: 25 May 2021

Judgment sent to the parties on

Dated: 12 June 2021