



EMPLOYMENT TRIBUNALS

Claimant: Mr R Minhas

Respondent: Sky Retail Stores Limited

Heard at: Manchester (remotely, by CVP)

On: 18 October 2021

Before: Employment Judge Robinson

REPRESENTATION:

Claimant: Mr McNerney of Counsel

Respondent: Mr Leon, Solicitor

JUDGMENT

1. This was a partial judgment with regard to remedy.
2. The judgment of the Tribunal is that:
 - (1) it is not practicable to reinstate or have the claimant re-engaged by the respondent, his remedy must be monetary compensation;
 - (2) that any compensation must be uplifted by 25% because of breaches of the ACAS code;
 - (3) that any compensation must be reduced by 33% because of the claimant's contributory fault.

Orders

3. By no later than **25 October 2021** the claimant shall serve on the respondent and the Tribunal submissions relating to the issue of a "week's pay".
4. By no later than **1 November 2021** the respondent shall serve upon the claimant and the Tribunal its submissions relating to a "week's pay".

5. No further order or direction shall be made.

Employment Judge Robinson
Date: 19 October 2021

JUDGMENT SENT TO THE PARTIES ON
29 October 2021

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.

Public access to employment tribunal decisions

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