



EMPLOYMENT TRIBUNALS

Claimant

Mr T Roe

v

Respondent

Swift Scaffold Partners LLP

Heard at: Nottingham

On: 9 June 2022

Before: Employment Judge Fredericks

Appearances

For the claimant: Mr I Dean

For the respondent: Mr G Bartlett (Senior Partner)

JUDGMENT

1. The claimant's complaint of unfair dismissal succeeds - he was unfairly dismissed due to the respondent's use of an unfair procedure.
2. The claimant engaged in culpable or blameworthy conduct leading to his dismissal and it is considered just and equitable to reduce his basic award to nil as a consequence.
3. The claimant's compensatory award is reduced to nil to reflect the 100% chance he would have been dismissed in any event had a fair procedure been followed.
4. The claimant's claim for unlawful deduction from wages is dismissed because the sums claimed were not properly payable to him.
5. There is no award for injury to feelings because there is no jurisdiction to make such an award under the claims brought.

Case Number: 2604270/2020

Employment Judge Fredericks

10 June 2022

Note: Full reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless requested in writing within 14 days of the sending of this judgment.