



EMPLOYMENT TRIBUNALS

Claimant: Mr Leroy James

Respondent: Axis Security Services Limited

Heard at: Midlands West Employment Tribunal **by CVP**

On: 6th and 7th June 2022

Before: Employment Judge L Knowles

Representation

Claimant: Unrepresented

Respondent: Mr Paget (Solicitor)

JUDGMENT

1. The claimant was unfairly dismissed.
2. Any compensatory award for unfair dismissal will be reduced by 50% on the ground that, before his dismissal the claimant engaged in blameworthy conduct on 11th May 2020.
3. No separate reduction for contributory conduct will be made to any basic award for unfair dismissal.
4. The claim shall proceed to a remedy hearing on 20th July 2022 via CVP for which further notice will be given.

Employment **Judge L Knowles**

Date: 7th June 2022

Notes

This judgment followed a hearing on a remote video platform. Neither party objected to the format of the hearing.

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.