



Case No. 2300914/2020

EMPLOYMENT TRIBUNALS

Claimant: Mr R Yaqub

Respondent: Cygnet Properties & Leisure (Europe) Limited

RECORD OF A PRELIMINARY HEARING

Heard at: London South (By CVP) **On:** 22-24 June 2022

Before: Employment Judge Self

Appearances

For the Claimant: Mr J Da Rocha - Solicitor

For the Respondent: Mr D Stewart - Counsel

JUDGMENT

1. The Claimant's application for unfair dismissal is well-founded and succeeds.
2. The Claimant would have been dismissed by no later than 10 January 2020 in any event and accordingly any loss of earnings is restricted to 4 weeks net earnings.
3. The Claimant contributed to his dismissal and his basic and compensatory award are reduced by 100%.
4. Any award is increased by 25% because of the Claimant's failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures (2015).

5. Taking into account the adjustments made at paragraphs 2-4 above no award is made for the Claimant's unfair dismissal.
6. Upon the Claimant not being provided with a Statement of Employment Particulars and upon the tribunal considering that it just and equitable the Respondent shall pay to the Claimant 4 weeks' (capped) pay in the sum of £2,100.

Employment Judge Self

24 June 2022