



EMPLOYMENT TRIBUNALS

Claimant: Mr M Matijosaitis
Respondent: Vector Lifts Limited (in CVL)
Heard at: East London Hearing Centre
On: 8 September 2023
Before: Employment Judge Russell

Representation
Claimant: In person
Respondent: Did not attend

JUDGMENT

1. The Claimant was unfairly dismissed by the Respondent.
2. There is a 90% chance that the Claimant could have been fairly dismissed if a fair procedure had been followed.
3. The Claimant contributed by 100% to his dismissal.
4. It is not just and equitable to reduce the basic award.
5. The Claimant is awarded a basic award of £4,282.50.
6. The Respondent unreasonably failed to comply with the ACAS Code of Practice on Discipline and Grievance. The uplift is 20%, namely £856.50.
7. The Respondent must pay the Claimant the total sum of £5,139.00.

Employment Judge Russell
Dated: 11 September 2023