



EMPLOYMENT TRIBUNALS

Claimant: Mr P Booker

Respondent: Sky In-Home Services Limited

Heard at: London South (by video) **On:** 3 October 2023

Before: Employment Judge Evans (sitting alone)

Representation

Claimant: in person

Respondent: Mr Allen of counsel

JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. There is a 75% chance that the claimant would have been fairly dismissed in any event.
3. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant by 75 %.
4. It is just and equitable to reduce the basic award payable to the claimant by 75 % because of the claimant's conduct before the dismissal.
5. If a remedy hearing is required to decide compensation because the claimant and respondent cannot agree what should be paid, then the claimant should write to the Tribunal requesting one.

Employment Judge Evans

Date: **3 October 2023**

Case number: 2300183/2023

JUDGMENT SENT TO THE PARTIES ON

Date: **11 October 2023**

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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.