



# EMPLOYMENT TRIBUNALS

**Claimant: Mr S Graham**

**Respondent: Openreach Ltd**

**Heard at: London Central (by CVP)**

**On: 12 January 2024**

**Before: Employment Judge A.M.S. Green**

## **Representation**

Claimant: In person

Respondent: Ms P Nketiah - In house trainee lawyer

# JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. There is a 0 % 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 10 %.
4. It is just and equitable to reduce the basic award payable to the claimant by 10 % because of the claimant's conduct before the dismissal.
5. The respondent shall pay the claimant the following sums:
  - a. A basic award of £3,414.69.
  - b. A compensatory award of £12,782.35
  - c. Loss of statutory rights of £500

Note that these are actual sums payable to the claimant after any deductions or uplifts have been applied.

6. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

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Employment Judge Green

Date 12 January 2024

JUDGMENT SENT TO THE PARTIES ON

12/01/2024

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.