



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

AND

Respondents

Mr S Kedracki

Kingsway LIF Holdings Ltd

Heard at: London Central Employment Tribunal

On: 24, 25, 26, 29, 30 April 2024

Before: Employment Judge Adkin
Mrs L Moreton
Ms S Campbell

Representations

For the Claimant: Claimant in person

For the Respondent: Mr O Lawrence, Counsel

JUDGMENT

- (1) The complaint of unfair dismissal brought pursuant to section 94 and 98 of the Employment Rights Act 1996 is well-founded. The claimant was unfairly dismissed.
- (2) There will be **no award** for compensation given the following:
 - a. 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 100%.
 - b. It is just and equitable to reduce the basic award payable to the claimant by 100% because of the claimant's conduct before the dismissal.
 - c. Any compensatory award would be reduced by 100% to reflect the likelihood that the claimant would have fairly dismissed in any event.
- (3) The following claims are not well founded and are dismissed:

- a. Claim for automatic unfair dismissal because of a protected disclosure pursuant to section 103A of the Employment Rights Act 1996;
- b. Claim for failure to provide particulars pursuant to section 4 of the Employment Rights Act 1996.

Employment Judge Adkin

Date 1.5.24

JUDGMENT SENT TO THE PARTIES ON

21 May 2024

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FOR THE TRIBUNAL OFFICE

Notes

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.

Reasons having been given orally at the hearing, the parties may apply for written reasons within 14 days of the date of this order being sent to them pursuant to rule 62 of the Employment Tribunal (Constitution & Rules of Procedure) Regulations 2013, Schedule 1.