



EMPLOYMENT TRIBUNALS

Claimant: Mr B Rathbone

Respondent: Scott Hammond Roofing Services Limited

Heard at: Newcastle Employment Tribunal **On:** 10th July 2024

Before: Employment Judge McGregor

By: CVP

Representation

Claimant: In person, represented by Mrs S Rathbone

Respondent: Mr Scott Hammond represented by Solicitor Mr P Hargreaves

The Hearing

1. The Claimant's claim 2500615/ 2024 was issued in the Newcastle Employment Tribunals on the 17th March 2024.
2. The Respondent filed a response to the claim and disputed the claims made. Both parties attended the full merits hearing which proceeded by contested hearing.
3. The issues were clarified and the Claimant confirmed that they pursued claims for unfair dismissal, unlawful deductions from wages and failure to provide written reasons for dismissal.

JUDGMENT

4. The Claimant's claim for unlawful deduction from wages is not well founded and is dismissed.
5. The Claimant's claim for failure to provide written reasons for dismissal is not well founded and is dismissed.
6. The Claimant's claim for unfair dismissal is well-founded. The Claimant was unfairly dismissed.
7. There is a 100% chance that the Claimant would have been fairly

dismissed in any event, and therefore the Tribunal ordered a full reduction of any compensatory award.

8. The Tribunal further considered that, had the issue been relevant to the question of amount of compensatory award, there was 100% contributory fault on the part of the Claimant. This led to no reduction of compensation in light of paragraph 7 above.

Employment Judge McGregor

Date 11 July 2024

Notes

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.

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