



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr. J. Cummins-Harris

v

West Midlands Fire Service

Heard at: Birmingham

On: 9, 10,11 and 12 July 2024

Before: Employment Judge Wedderspoon

Representation:

Claimant: Mr. R. Magara, solicitor

Respondents: Mr. C. Ilangarante, counsel

JUDGMENT

1. The claimant was unfairly dismissed.
2. The adoption of a different procedure would have not have resulted in a different outcome.
3. In the alternative, the claimant was guilty of contributory fault and this is assessed at 100%.
4. The Tribunal determines that by reason of the claimant's conduct he is not entitled to a basic award or a compensatory award.
5. The claim of wrongful dismissal is not well founded is dismissed.

Signed by: Employment Judge Wedderspoon

Signed on: 12 July 2024

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.