



EMPLOYMENT TRIBUNALS

Claimant: Mr N Morris
Respondent: Climar Industries Limited
Heard at: Nottingham
Heard on: 13 – 15 May 2024
Before: Employment Judge Victoria Butler (sitting alone)
Mr C Tansley
Mr R Jones

Representation

Claimant: Mr S Healy, Counsel
Respondent: Mr M Ramsbottom, Consultant

JUDGMENT

The unanimous decision of the Employment Tribunal is:

1. The Claimant was unfairly dismissed.
2. There was an 80% chance he would have been fairly dismissed had a fair procedure been followed and his compensatory award is, therefore, reduced by 80%.
3. The Respondent is ordered to pay the Claimant the following amounts:

Compensatory award:	£8,950.49
Loss of statutory rights:	£500
Total:	£9,450.49
4. The Claimant's claim of direct age discrimination fails and is dismissed.

Employment Judge Victoria Butler

Date: 15 May 2024

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

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.

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.