



# EMPLOYMENT TRIBUNALS

**Claimant: Mr S. Callaghan**

**Respondent: Independent Coffee Roasters Limited**

**Heard at: Reading                      On: 16 December 2024**

**Before: Employment Judge Chudleigh**

## **Appearances**

For the claimant: did not attend

For the respondent: Mr G. Costello, former director of the respondent

## **JUDGMENT**

1. The claimant's claim of unfair dismissal was not well-founded and was dismissed. Alternatively, if the claimant was unfairly dismissed, he contributed to his dismissal and any compensatory award and basic awards are to be reduced by 100% to reflect the claimant's contribution.
2. The claimant's claim for redundancy pay was not well-founded and was dismissed.
3. The claimant's claim for wrongful dismissal was not well-founded and was dismissed.
4. The respondent is ordered to pay the claimant £68.52 by way of accrued holiday pay.

EJ Chudleigh

16 December 2024

Sent to the parties on:  
5 January 2025  
T Cadman  
For the Tribunal Office: