



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Russel Parkes  
**Respondent:** Interflex Electrical Engineering Ltd

**Heard at:** Tribunals Hearing Centre, 50 Carrington Street, Nottingham, NG1 7FG  
**On:** 13 January 2025  
**Before:** Employment Judge Adkinson sitting alone

**Appearances**  
**For the claimant:** In person  
**For the respondent:** Mr R Smith, director

## JUDGMENT

After hearing from each party and considering the evidence, it is the Tribunal's judgment that

1. The respondent unfairly dismissed the claimant,
2. The claimant contributed to his own dismissal by 50%,
3. The respondent must therefore pay to the claimant as a basic award adjusted for contributory fault, the sum of £4,725.

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Employment Judge Adkinson

Date: 13 January 2025

JUDGMENT SENT TO THE PARTIES ON

.....14 January 2025.....

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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 (except those under rule 52) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>