



EMPLOYMENT TRIBUNALS

Claimant: Mr Donnellan

Respondent: Sasa Food Ltd

Heard at: Manchester (by CVP)

On: 19 – 20 May 2025

Before: Employment Judge Childe

REPRESENTATION:

Claimant: Mr Flood (Counsel)

Respondent: Mr Walker (Litigation Consultant)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. There is a 10% chance that the claimant would have been fairly dismissed in any event.
3. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant by 35%.
4. It is just and equitable to reduce the basic award payable to the claimant by 35% because of the claimant's conduct before the dismissal.

Approved by:
Employment Judge Childe
23 May 2025

Judgment sent to the parties on:

6 June 2025

For the Tribunal:

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Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.