



EMPLOYMENT TRIBUNALS

Claimant: Mr K Davies

Respondent: Oscar Mayer Ltd.

HELD AT: Mold **on:** 4th – 5th August 2025

BEFORE: Employment Judge T. Vincent Ryan

REPRESENTATION:

Claimant: Mr T Rushton, Counsel

Respondent: Ms G Nicholls, Counsel

JUDGMENT

The judgment of the Tribunal is:

1. **Liability:** The Claimant was unfairly dismissed by the Respondent on 4 September 2024.
2. **Remedy:**
 - 2.1. The Claimant's Basic and Compensatory Awards shall both be reduced by 15% in accordance with sections 122 and 123 Employment Rights Act 1996, to reflect his conduct.
 - 2.2. The parties having agreed quantum, subject to liability and any deductions, at 100% in the sum of £19,400.96, the Respondent shall pay to the Claimant the net sum of £16,490.82.
 - 2.3. I did not hear evidence on Remedy issues and no judgment was made save as above. The Recoupment Provisions do not apply.

Approved by Employment Judge T V Ryan

Date: 05.08.25

JUDGMENT SENT TO THE PARTIES ON

11 August 2025

Katie Dickson
FOR THE TRIBUNAL OFFICE

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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.