



# EMPLOYMENT TRIBUNAL

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**Claimant:** Mr Neil Holmes

**Respondent:** Common Edge Healthcare Limited

## AT A HEARING

**Heard at:** Leeds by CVP video conferencing      **On:** 7<sup>th</sup> July 2025 and 19<sup>th</sup> August 2025

**Before:** Employment Judge Lancaster

### Appearances

For the claimant: Mr K Kanda, counsel

For the respondent: Mr S Proffitt

## JUDGMENT

1. By consent, it is declared that the Claimant was unfairly dismissed.
2. The Respondent is ordered to pay to the Claimant a basic award for unfair dismissal in the sum of £3088.80 (reduced by 50 per cent because of the conduct of the Claimant before dismissal).
3. It is not just and equitable to make any compensatory award for unfair dismissal.
4. The claim of wrongful dismissal (breach of contract) is dismissed.

EMPLOYMENT JUDGE LANCASTER

DATE 19<sup>th</sup> August 2025

### **Note**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

Case: 6021051/2024

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**Recording and Transcription**

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>