



EMPLOYMENT TRIBUNALS

Claimant: Mr S Lewis

Respondent: Openreach Limited

Heard at: Cardiff ET

On: 18th – 19th September 2025

Before: Employment Judge **J Bromige**

REPRESENTATION:

Claimant: In person

Respondent: Mrs M Hanmer (Solicitor)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. 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 **20%**.
3. A remedy hearing will be listed to determine the extent of the Claimant's losses, and any application by the Claimant for re-instatement or re-engagement. A separate notice of hearing and directions will be circulated to the parties.

Approved by:
Employment Judge Bromige
19th September 2025

Judgment sent to the parties on:
28 September 2025
For the Tribunal:
Katie Dickson