



EMPLOYMENT TRIBUNALS

Claimant: Mr A U Akali

Respondent: Hull University Teaching Hospitals NHS Trust

Heard at: Hull

On: 11, 12, 13 and 14 May 2026

Before: Employment Judge Miller

Representation

Claimant: Mr P Starcevic – counsel

Respondent: Ms N Twine – counsel

JUDGMENT

Unfair Dismissal

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 100%.
3. It is just and equitable to reduce the basic award payable to the claimant by 100% because of the claimant's conduct before the dismissal.

Breach of contract

4. The complaint of breach of contract in relation to notice pay is not well-founded and is dismissed.

Approved by

Employment Judge **Miller**

Date: 14 May 2026

JUDGMENT SENT TO THE PARTIES ON

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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 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.