



EMPLOYMENT TRIBUNALS

Claimant: Mr A Wise

Respondent: Travis Perkins Trading Company Ltd

Heard at: Watford Employment Tribunal (In Public; In Person)

On: 30 and 31 March 2026

Before: Employment Judge Quill (Sitting Alone)

Appearances

For the Claimant: litigant in person

For the respondent: Ms L Randall, employee

JUDGMENT

1. The complaint of unfair dismissal is well-founded. In other words, the Claimant was dismissed unfairly.
2. There is no order for reinstatement or re-engagement.
3. There is a 25% reduction to each of basic award and compensatory award.
4. But for the 25% reduction, the basic award would have been £3999. Thus, as a result of the reduction, the basic award is £2999.25.
5. But for the 25% reduction, the compensatory award would have been £4,491.83. Thus, as a result of the reduction, the compensatory award is £3368.88
6. As a result, of the above, the Respondent is ordered to pay the Claimant the aggregate sum **£6368.13**.

7. The Recoupment Regulations do not apply because the Claimant was not in receipt of state benefits at the relevant time.

Approved by:

Employment Judge Quill

Date: 19 May 2026

JUDGMENT SENT TO THE PARTIES ON
31 May 2026

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FOR THE TRIBUNAL OFFICE

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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.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

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.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

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Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge.

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