



EMPLOYMENT TRIBUNALS

Claimant: Mr D Tank

Respondent: McDonalds Restaurants Limited

Heard at: Nottingham **On:** Tuesday 17 April 2018

Before: Employment Judge Evans (sitting alone)

Representation

Claimant: Mr Gordon of Counsel

Respondent: Ms Quigley of Counsel

JUDGMENT

1. The Claimant was unfairly dismissed.
2. If the Respondent had followed a fair procedure there would have been a one hundred per cent chance that the Claimant would have been fairly dismissed on the date he was dismissed.
3. The Claimant caused his dismissal and his compensatory award is reduced by on 100%. His basic award is also reduced by 100% having regard to the Claimant's conduct before his dismissal.

Employment Judge Evans

Date: 18 May 2018

JUDGMENT SENT TO THE PARTIES ON

1 June 2018

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.