



EMPLOYMENT TRIBUNALS

Claimant: Mr D C Hulme

Respondent: Enviroplas Ltd

Heard at: Manchester via CVP

On: 10 November 2020

Before: Employment Judge Serr

Representation

Claimant: Mr C Atkinson (Solicitor)

Respondent: Mr A Stebbings (Company Director)

JUDGMENT

1. The Claimant's claim of unfair dismissal is well founded and succeeds.
2. The Claimant has contributed to his own dismissal and a deduction shall be made for contributory fault of 25% under s.122 and s.123 Employment Rights Act 1996
3. The Claimant would have been fairly dismissed within 4 weeks of his actual dismissal in any event, had a fair procedure been adopted, and a compensatory award is limited to that period in time.
4. The Claimant's dismissal was wrongful, and he is entitled to notice pay in an amount to be determined.
5. A remedies hearing will be fixed for 8 January 2021 with a time estimate of 2 hours.

Employment Judge Serr
Date: 10 November 2020

JUDGMENT SENT TO THE PARTIES ON

20 November 2020

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.