



EMPLOYMENT TRIBUNALS

Claimant: Mr A Langerveld

Respondent: Kier Limited

Heard at: Welshpool **On:** 4th, 5th and 6th April 2018

Before: Employment Judge Howden-Evans

Representation:

Claimant: In person

Respondent: Mr Campbell, Solicitor

The employment judge's decision is:

1. Mr Langerveld was a conscientious, hardworking employee that routinely worked beyond his contracted hours for his employer. He experienced long-standing difficulties in his relationship with his supervisor; historically she has treated him inappropriately. In an incident with the same lady, the Claimant committed an impulsive act of gross misconduct. Whilst another employer might have decided on a lesser sanction, in the circumstances, dismissal was within the range of responses of a reasonable employer and the claimant was fairly dismissed. The claimant's claim for compensation for unfair dismissal is not well founded and is dismissed.
2. The claimant's claim for breach of contract in respect of his notice pay is not well founded and is dismissed.

Employment Judge L Howden-Evans
Dated: 11th April 2018

JUDGMENT SENT TO THE PARTIES ON

.....14 April 2018.....

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FOR THE SECRETARY OF
EMPLOYMENT TRIBUNALS

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.