



EMPLOYMENT TRIBUNALS

Claimant: Mr B Ahern

Respondent: Cleanse Medical Limited

Heard at: Birmingham

On: 30th & 31st October 2024

Before: Employment Judge Walker

Appearances:

Claimant: In person

Respondent: Mrs Toni Purcell (company accountant)

JUDGMENT

1. The claim of unfair dismissal is well founded. The claimant was unfairly dismissed by the respondent.
2. The Tribunal will decide the remedy for unfair dismissal at a further hearing to be listed in due course.
3. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by 10% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
4. 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 75%.
5. It is just and equitable to reduce the basic award payable to the claimant by 75% because of the claimant's conduct before the dismissal.

Employment Judge Walker

31 October 2024

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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Judgments (apart from judgments under rule 52) 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.