



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Paul Markham

**Respondent:** Asda Stores Limited

**Heard at:** London South Employment Tribunal, Croydon  
**On:** 4-7 March 2024

**Before:** Employment Judge Abbott, Ms J Forecast and Ms C Edwards

## Representation

**Claimant:** Mr P Young, Union representative

**Respondent:** Mr F Mortin, barrister, instructed by Addleshaw Goddard LLP

# JUDGMENT

The unanimous decision of the Tribunal is that:

1. The claimant was unfairly dismissed for a reason falling within the scope of section 100(1)(b) of the Employment Rights Act 1996 (ERA).
2. The respondent shall pay compensation to the claimant of £5,656.70 net, made up as follows:
  - a. A basic award for unfair dismissal of £2,926.50 (following a reduction under section 122(2) ERA of 50%); and
  - b. A compensatory award for unfair dismissal of £2,727.20 (following a reduction under section 123(6) ERA of 33.3%).

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**Employment Judge Abbott**

**Date: 7 March 2024**

## 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.

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**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>