



EMPLOYMENT TRIBUNALS

Claimant: Mr D Douglas

Respondent: UK Direct Business Solutions Ltd

Heard at: Newcastle Employment Tribunal (remotely by CVP)

On: 23rd, 24th, 25th, 26th, 27th September, 8th and 13th November 2024

Before: Employment Judge Sweeney

Appearances

For the Claimant, Jolene Charalambous, counsel

For the Respondent, Sally Robertson, counsel

JUDGMENT

1. The claim for unfair dismissal is well-founded and succeeds.

1.1. The compensatory award is reduced by 30% to reflect the fact that the Claimant would have been unfairly dismissed.

1.2. The Claimant contributed towards his own dismissal and the basic and compensatory awards are reduced by 25%.

2. The claim of wrongful dismissal is well-founded and succeeds.

Employment Judge Sweeney

Date: **13 November 2024**

Note

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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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.

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/>