



EMPLOYMENT TRIBUNALS

Claimant: Mr W L Bailey

Respondent: Rydal Communications Ltd

Heard at: By video

On: 18-19 January 2024

Before: Employment Judge Danvers

REPRESENTATION:

Claimant: In person

Respondent: Mr Aplin, Respondent's Group Finance Director

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. No reduction to compensation will be made for the chance that the claimant would have been fairly dismissed in any event for the alleged misconduct had the Respondent followed a fair procedure.
3. The claimant did not cause or contribute to the dismissal by blameworthy conduct nor is just and equitable to reduce the basic award payable to the claimant due to any conduct on his part prior to the dismissal.

Employment Judge Danvers

25 January 2024

Judgment sent to the parties on:

5/2/2024

For the Tribunal:

N Gotecha

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.

Public access to employment tribunal decisions

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.