



EMPLOYMENT TRIBUNALS

Claimant: Mr M Dodgson
Respondent: JM Construction (Leeds) Ltd
Heard at: Leeds **On:** 5, 6, 7, 20 and 11 September 2018

Before: Employment Judge Davies
Mr D Dorman-Smith
Mr K Lannaman

Representation

Claimant: In person
Respondent: Ms Hamblin (counsel)

JUDGMENT

1. The Claimant's claims of automatically unfair dismissal for making a protected disclosure and of being subjected to a detriment for making a protected disclosure are not well-founded and are dismissed.
2. The Claimant's claim of ordinary unfair dismissal is well-founded and succeeds.
3. There is a zero chance that the Claimant would have been fairly dismissed in any event.
4. The Claimant contributed to his dismissal by blameworthy conduct and it is just and equitable to reduce his basic and compensatory awards by 20%.
5. The Respondent shall pay the Claimant a basic award of £1171.20.
6. The parties have reached agreement in respect of the compensatory award. If there is no application by 25 September 2018, no further action will be taken by the Tribunal in that respect.

Employment Judge Davies

Date: 11 September 2018

Written reasons

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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