



EMPLOYMENT TRIBUNALS

Claimant: Mr A Olive
Respondent: Network Rail Infrastructure Limited
Heard at: Cambridge Hearing Centre
On: 25 & 26 March 2019
Before: Employment Judge Foxwell

Representation

Claimant: Mr R Marney (Trade Union Representative)
Respondent: Mr S Liberadzki (Counsel)

JUDGMENT

1. The Claimant was unfairly dismissed.
2. Had a fair procedure been adopted there is a 50% chance that the Claimant would still have been fairly dismissed.
3. The Claimant contributed to his dismissal by his own fault. The level of contribution is assessed at 50%.
4. The Claimant having requested reinstatement or re-engagement, the remedy to which he is entitled shall be considered at a remedy hearing on 17 June 2019 at the Cambridge Hearing Centre (time estimate 2 hours). Orders relating to this hearing (which may be for case management only) have been issued separately.

Employment Judge Foxwell

.....26/3/19.....

JUDGMENT SENT TO THE PARTIES ON

.....2/4/19.....

Case Number: 3331037/2017

FOR THE TRIBUNAL OFFICE

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.

