



EMPLOYMENT TRIBUNALS

Claimant: Mr P Byrne

Respondent: CastAlum Limited

Heard at: Cardiff, remotely by video **On:** Friday 9th April 2021

Before: Employment Judge Howden-Evans

Representation

Claimant: Mr Hanratty, solicitor

Respondent: Mr Jones, representative

JUDGMENT

Having heard evidence on oath from three witnesses, considered the bundle of documents and oral closing submissions from both parties, the employment judge's decision is:

1. The Claimant's complaint of unfair dismissal is well-founded. This means the Respondent unfairly dismissed the Claimant.
2. The Claimant's conduct contributed to the dismissal such that it is just and equitable for the basic award and compensatory award to both be reduced by 25%.
3. Taking into account these findings, parties agree the Respondent is liable to pay the Claimant the total sum of **£8,910**.

Employment Judge Howden-Evans

Date 15th April 2021

JUDGMENT SENT TO THE PARTIES ON

19th April 2021

.....
FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

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.