



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Dennis Downer

**Respondent:** Wesleyan Administration Services Limited

**Heard:** By CVP    **On:** 26 January 2021

**Before:** Employment Judge Cookson (sitting alone)

## Appearances

For the claimant: In person

For the respondent: Ms Garraty (HR Operations Manager)

# JUDGMENT

The dismissal letter sent the claimant was ambiguous and properly construed it was a letter giving notice under s97(1)(a) of the Employment Rights Act 1996 (ERA). In consequence the claimant's effective date of termination was 7 October 2020 and his claim for unfair dismissal was submitted in time for the purposes of s111 of the ERA.

## Footnote

This claim was brought against Euro Car Parts Limited. The Respondent asserts that the correct respondent to the claim is Andrew Page 1917 Limited. That was not accepted by the claimant who asserted there were relevant documents not before me to support him. As the claims have been dismissed in any event it was unnecessary to determine that issue.

Employment Judge Cookson  
26 January 2021

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.

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