



EMPLOYMENT TRIBUNALS

Claimant: Mr R Sutcliffe

Respondent: Freight Systems Express (Wales) Ltd

Heard at: Cardiff Employment Tribunal **On:** 20/12/2023 & 12/01/2024

Before: Employment Judge Lloyd-Lawrie

Representation

Claimant: In person

Respondent: Mr O'Callaghan

JUDGMENT

1. The Claimant's claim of unfair dismissal is well-founded. The Claimant was unfairly dismissed.
2. The Claimant did not contribute to his own dismissal.
3. The hearing dealt with liability only. The matter is stayed for 28 days to allow the parties to attempt to resolve the matter of remedy. This case is to be referred back to the Employment Judge after 28 days to allow for a remedy hearing to be listed, if necessary.

Employment Judge Lloyd-Lawrie

Date 15 January 2024

JUDGMENT SENT TO THE PARTIES ON 16 January 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>