



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Peters

**Respondent:** Peninsula Business Services Limited

**Heard at:** Manchester (by CVP)

**On:** 12 and 26 September 2024

**Before:** Employment Judge K M Ross

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr N Brockley, counsel.

# JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim that he was unfairly dismissed pursuant to section 95 and section 98 Employment Rights Act 1996 is well-founded and succeeds. The effective date of termination was 30 June 2023.
2. The claimant's claim for notice pay is well-founded and succeeds.
3. The claimant's claim for unlawful deduction from wages pursuant to section 13 Employment Rights Act 1996 is not well-founded and fails.
4. Settlement of remedy was agreed in principle between the parties and the case is stayed until 4pm on 3 October 2024 to allow finalisation of settlement. If by 4pm on 3 October 2024 no further application has been made to the Tribunal by either party, requesting the claim should continue, this case stands dismissed, the claimant's consent having been given to this course of action.

Employment Judge K M Ross

Date: 26 September 2024

JUDGMENT SENT TO THE PARTIES ON

30 September 2024

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](http://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/>