



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr H Smith

AND

Respondent
Regent Office Care Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham

ON 14 to 16 August 2017

EMPLOYMENT JUDGE Hughes

MEMBERS: Mr N Forward
Mr J Sharma

For the Claimant: Mr T Perry, Counsel

For the Respondent: Mr R Lees, Counsel

JUDGMENT

The unanimous judgment of the Employment Tribunal is that:

- 1 The claimant was fairly dismissed. His unfair dismissal complaint is hereby dismissed.
- 2 The claimant's complaint of direct age discrimination is not well-founded and is hereby dismissed.
- 3 The claimant's claims for wrongful dismissal in breach of contract and unauthorised deductions from wages in respect of accrued holiday entitlement are dismissed on withdrawal.

- 4 The claimant's application for costs is hereby dismissed.

Employment Judge Hughes on 16 August 2017

31 August 2017

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.