



EMPLOYMENT TRIBUNALS

Claimant: Mr S Garnier

Respondent: Tudor Services Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013

1. The Claimant is Ordered to pay the Respondent's costs in defending the claims arising from and occasioned by the Claimant's unreasonable conduct detailed in paragraph 3 below.
2. Having regard to the Claimant's means, the Claimant is Ordered to pay **£1,147.20** in respect of those costs.
3. The Claimant acted unreasonably in presenting and pursuing a claim which was predicated on a basis which the claim knew and understood to be false, namely the contractual terms of his employment and the circumstances in which he received the contract upon which he relied in these proceedings.
4. The Claimant failed to comply with the Order of 17 December 2019 requiring him to respond to the Respondent's application for costs, nor did he provide evidence of his means to pay any costs Order. The Employment Tribunal Judge therefore had regard to the evidence of the Claimant's means available from the Tribunal file, including the following matters the Claimant's former salary of £145 a shift, and the Claimant's financial ability to instruct solicitors and counsel to represent him in the action.

Employment Judge Midgley

Date: 8 January 2020

Judgment sent to parties: 9 January 2020

FOR THE TRIBUNAL OFFICE