



EMPLOYMENT TRIBUNALS

Claimant: Mr A Pinchard

Respondent: Composite Metal Flooring Limited

Heard at: Pontypridd

On: 4 and 5 March 2020

Before: Employment Judge R Brace

Representation

Claimant: Mr S Jackson (Solicitor)

Respondent: Mr D Sillitoe (Solicitor)

JUDGMENT

1. The claim of automatic unfair dismissal (s.104 Employment Rights Act 1996) is not well-founded and is dismissed.
2. The claim of unfair dismissal (s.98 Employment Rights Act 1996) is well founded and succeeds.
3. The claim for wrongful dismissal/breach of contract is well founded and succeeds.

Employment Judge R Brace

6 March 2020

JUDGMENT SENT TO THE PARTIES ON 6 March 2020

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.