



**EMPLOYMENT TRIBUNALS**  
BETWEEN

CLAIMANT

AND

RESPONDENTS

Mr D Pugh

(1) Mid & West Wales  
Fire & Rescue Service  
(2) Mr Emyr Jones

**Heard remotely by video link on: 3 July 2020**

**Before: Employment Judge Beard**

**Members Mrs T Williams  
Ms S Hurds**

**Representation:**

**Claimant: Mr D Panesar (Counsel)**

**Respondent: Mr A Roberts (Counsel)**

**JUDGEMENT**

The respondents' application for costs is dismissed.

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Employment Judge Beard

Dated: 3 July 2020

JUDGMENT SENT TO THE PARTIES ON 6 June 2020

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNAL