



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

Mr Charles Singleton

AND

A J Bell plc

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Held at: Manchester

On: 25/26 November 2020

Before: Employment Judge A M Buchanan (sitting alone)

Appearances

For the Claimant: Ms N Dinnes - Solicitor

For the Respondent: Mr L Ashwood - Solicitor

RESERVED JUDGMENT

It is the judgment of the Tribunal that:

1. The claim of ordinary unfair dismissal advanced by the claimant pursuant to sections 94/98 of the Employment Rights Act 1996 is well founded and the claimant is entitled to a remedy.
2. The claimant would have remained in the employment of the respondent until 31 December 2019 on which date there is a 75% chance that he would have been fairly dismissed on notice or with pay in lieu of notice. There will be an appropriate deduction from remedy to take account of this finding.
3. Subject to arguments as to jurisdiction, the claimant is granted leave to amend his claim form to advance a claim of breach of contract relying on the provisions of the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994 ("the 1994 Order").

4. The Tribunal does not have jurisdiction to consider the claim of breach of contract as it neither arose nor was it outstanding on the termination of the employment of the claimant as required by Article 3(c) of the 1994 Order.

5. The Remedy Hearing will take place on Tuesday 6 April 2021 at 10:00am before this Tribunal. The Tribunal will confirm the details of that hearing in due course.

EMPLOYMENT JUDGE A M BUCHANAN

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 26 November 2020**

.....
**JUDGMENT SENT TO THE PARTIES ON
3 December 2020
AND ENTERED IN THE REGISTER**

FOR THE TRIBUNAL