



# EMPLOYMENT TRIBUNALS

**Claimant** Mr R Smith

**Respondent** Greenfield Engineering (Sheet Metal) Limited

**Heard at:** Exeter (by CVP)

**On:** 4,5 & 6 October 2021

**Before:**

**Employment Judge** Goraj

**Members** Ms D England  
Mr C Williams

**Representation**

**The claimant:** in person

**The Respondent:** Mr G Burnard, Managing Director

## JUDGMENT

**The UNANIMOUS JUDGMENT of the Tribunal is that: -**

1. The claimant's complaint of unfair dismissal pursuant to section 100 (1) (c) of the Employment Rights Act 1996 is dismissed upon withdrawal by the claimant.
2. The claimant's complaint of unfair dismissal pursuant to section 100 (1) (d) of the Employment Rights Act 1996 is dismissed.
3. The claimant's complaint of unfair dismissal pursuant to section 98 of the Employment Rights Act 1996 is dismissed.

Employment Judge Goraj  
Date: 18 October 2021

Judgment sent to the parties: 11 November 2021

FOR THE OFFICE OF THE TRIBUNALS

As reasons for the Judgment were announced orally at the Hearing written reasons shall not be provided unless they are requested by a party within 14 days of the sending of this Judgment to the parties.

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The ET has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in anyway prior to publication, you will need to apply to the ET for an order to that effect under Rule 50 of the ET's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness