



Case Number: 3307951/2020

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## EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**

Mr F Nicholls

**Respondent**

CPL Aromas Limited

**Held by CVP on 6 May and 27 September 2021**

**Representation**

**Claimant:**

In Person

**Respondent:**

Miss L Kaye, Counsel

**Employment Judge Kurrein**

**Statement on behalf of the Senior President of Tribunals**

This has been a remote hearing that has not objected to by the parties. A face to face hearing was not held because it was not practicable and all issues could be determined in a telephone hearing. The documents that I was referred to are in a bundle of 315 pages, the contents of which I have recorded.

## JUDGMENT

The Claimant's claim alleging unfair dismissal is not well founded and must be dismissed

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Employment Judge Kurrein

Dated: 27 September 2021

Sent to the parties and  
entered in the Register on :  
19 November 2021

For the Tribunal

**Notes** Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions** Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.