



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Pugh

**Respondent:** Severn Trent Water Limited

**Heard at:** Birmingham Employment Tribunal by CVP

**On:** 27 and 28 September 2021

**Before:** Employment Judge Cookson sitting alone

## Representation

**Claimant:** Mr Forysth (counsel)

**Respondent:** Miss Bayliss (counsel)

# JUDGMENT

1. It is the decision of the Employment Tribunal that the claimant was not unfairly dismissed and his claim under s94 of the Employment Rights Act 1996 is dismissed.
2. The claimant's claim for breach of contract is also not upheld and is dismissed.
3. The claimant's claim for unlawful deduction from wages was not pursued and is dismissed.

Employment Judge Cookson

Date 1 October 2021

*Notes*

1. *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.*
  
2. *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.*

