



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr M Griffiths

v

**Mrs H Booth & Hay on Wye
Promotions Limited**

Heard at: Birmingham on papers

On: 19 December 2022

Before: Employment Judge Broughton
Mr P Lewis
Ms L Evans

JUDGMENT

The respondent's application for costs is refused.

This was a complex case with numerous claims both within and outside the tribunal's jurisdiction, some of which were being pursued elsewhere. It was not unreasonable for either party to seek to resolve some, or all, of those issues in full and final settlement, nor were the positions adopted by either party inherently unreasonable.

In any event, whilst in receipt of advice, the claimant was effectively unrepresented at the hearing and was entitled to a declaration in relation to his dismissal and to pursue other claims that may have ultimately been unsuccessful.

As a result, there was no unreasonable conduct and so there are no grounds for a costs award to be made.

Employment Judge Broughton

Date: 19 December 2022