



EMPLOYMENT TRIBUNALS

Claimant: Mr P Holmes

Respondent: Kirklees Council

Heard at: Leeds **on:** 8, 9, 12 to 16, 19, 20 and 23 June 2023

Before: Employment Judge Cox

Members: Ms G M Fleming
Mr D Wilks

Representation:

Claimant: Mr Toms, barrister

Respondent: Mr Oldham KC, barrister

JUDGMENT

1. The claim of detriment on grounds related to union activities fails and is dismissed.
2. The claim of dismissal by reason of union activities fails and is dismissed.
3. The claim of unfair dismissal under the test of reasonableness in Section 98(4) of the Employment Rights Act 1996 fails and is dismissed.
4. Written reasons for this Judgment having been requested by the Respondent, these will be provided in due course.

Employment Judge Cox
Date: 23 June 2023