



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Southgate

**Respondent:** Tesco Stores Limited

**Heard at:** Manchester Employment Tribunal

**On:** 23-24 November  
2023

**Before:** Employment Judge Barker

**Representatives**

**For the claimant:** in person

**For the respondent:** Mr Perry, counsel

## JUDGMENT

The claimant was not unfairly dismissed. His claim is dismissed.

The claimant withdrew his claim for unpaid wages against the respondent, which is also dismissed.

Employment Judge Barker

Date 24 November 2023

JUDGMENT SENT TO THE PARTIES ON  
27 November 2023

FOR THE TRIBUNAL OFFICE

**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.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>