



# EMPLOYMENT TRIBUNALS

## BETWEEN

Claimant  
MR M JAMES

AND

Respondent  
HATFIELD SITE SERVICES LTD  
(SUED AS ROY HATFIELD  
GROUP)

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT: BRISTOL      ON: 2<sup>ND</sup> / 3<sup>RD</sup> JANUARY 2024

EMPLOYMENT JUDGE MR P CADNEY  
(SITTING ALONE)

MEMBERS:

APPEARANCES:-

FOR THE CLAIMANT:-      IN PERSON

FOR THE RESPONDENT:-      MR D LEACH (COUNSEL)

## JUDGMENT

The judgment of the tribunal is that:-

1. The claimant's claim that he was unfairly dismissed is not well founded and is dismissed.
2. The claimant is ordered to pay the respondent costs in the sum of £2,500.

(If either party seeks written reasons for the decisions it must apply in writing within 14 days of the promulgation of this judgment)

Employment Judge Cadney  
Date: 3 January 2024

Judgment sent to the Parties: 19 January 2024

For the Tribunal Office