



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Joe Jackson

**Respondent 1:** Gravity Active Entertainment (Mr Simon Gibbons)

**Respondent 2:** The Growth Company

**Respondent 3:** Winners FDD

**Respondent 4:** J D Wetherspoons plc

**Respondent 5:** Bolton at Home

**Heard at:** Manchester Employment Tribunal (via CVP video)

**On:** 10 June 2024

**Before:** Employment Judge Boyle

## Representation

Claimant: in person

Respondent 1: did not attend and was not represented

Respondent 2: Ms S Fitzgerald (Solicitor)

Respondent 3: Ms B Sutton (Business Support Manager)

Respondent 4: Ms A Jabir (Counsel)

Respondent 5: Mr A Ismail (Counsel)

# JUDGMENT

1. The claimant did not have sufficient continuous employment to bring a complaint of unfair dismissal against any of the respondents under s108 Employment Rights Act 1996. Therefore the claims of unfair dismissal against each respondent are dismissed because the Tribunal does not have jurisdiction to determine them.
2. The complaint of breach of contract/wrongful dismissal against each respondent was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of breach of contract/wrongful dismissal against each respondent is therefore dismissed.

Employment Judge Boyle  
Date 10 June 2024

JUDGMENT SENT TO THE PARTIES ON  
24 June 2024

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/>

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