



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Melia  
**Respondent:** ODL Europe Ltd  
**Heard at:** Liverpool (CVP)  
**On:** 13 August 2024  
**Before:** Employment Judge Horne

**Representatives**

For the claimant: in person  
For the respondent: Dr A Loutfi, counsel

## JUDGMENT

The claimant was not unfairly dismissed. His claim is therefore not well founded.

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Employment Judge Horne

14 August 2024

SENT TO THE PARTIES ON  
19 August 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 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/>