



EMPLOYMENT TRIBUNALS

Claimant: Mr Gareth Baines

Respondent: Leep Holdings (Utilities) Limited

Heard at: Liverpool

On: 3 December 2024

Before: Employment Judge Aspinall

Representation

Claimant: no appearance

Respondent: Ms Peckham

JUDGMENT

The judgment of the Tribunal is:

1. The respondent's costs application succeeds in part.
2. The claimant acted unreasonably in the conduct of proceedings.
3. The Tribunal exercised its discretion to award costs.
4. The claimant "the paying party" is ordered to pay to the respondent "the receiving party" £ 5805.00 being 21.5 hours of time in legal cost properly and reasonably incurred on behalf of the receiving party whilst legally represented at the appropriate rate of £ 225 per hour by a solicitor being £ 4837.50 plus vat at 20% being £ 967.50.

Employment Judge Aspinall
Date: 3 December 2024

JUDGMENT SENT TO THE PARTIES ON
5 December 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 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/>