



EMPLOYMENT TRIBUNAL

Claimant: Leroy Thomas

Respondent: Mitie Limited

Heard at LONDON SOUTH
In person

On: 24 to 26 March 2025

Before
EMPLOYMENT JUDGE N COX

Appearances:

For the Claimant: In person
For the Respondent: Mr Finn (Counsel)

JUDGMENT

Redundancy Payment

1. The complaint of non-payment of a redundancy payment is not well-founded and is dismissed.

Unfair Dismissal

2. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
3. There is a 90% chance that the claimant would have been fairly dismissed in any event.

Approved by Employment Judge N Cox

Date: 26 March 2025

Judgment sent to the parties and entered in the
Register on:
3 April 2025

Note

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.