



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr Higgins

Respondent
Entrust Support Services Ltd

AND

JUDGMENT OF THE EMPLOYMENT TRIBUNAL ON A PRELIMINARY HEARING (converted under Rule 48 from a final hearing)

HELD AT Midlands West

ON

11 July 2025

EMPLOYMENT JUDGE Harding

Representation

For the Claimant: In Person

For the Respondent: Mr White, Counsel

JUDGMENT

1 On the assumption that the enhanced redundancy payment payable by way of Regulation 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 and associated policies is contractual, it is not ultra vires.

2 The claimant pursues a breach of contract claim under the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994.

Note: written reasons will not be provided unless requested at the Hearing itself or in writing within 14 days of the sending of the written record of the decision, Rule 62(3).

3 The tribunal has no jurisdiction to hear this claim because the claim was not arising or outstanding on termination of employment, and it is therefore dismissed.

Case No:6011487.24

Employment Judge Harding

Approved on: 11 July 2025