



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

RESPONDENTS

JAMES MALIPHANT

V

CARMARTHENSHIRE COUNTY
COUNCIL (1)
GOVERNING BODY OF YSGOL
DYFFRYN TAF (2)

HELD BY VIDEO AT LLANELLI LAW COURTS ON: 8 SEPTEMBER 2025

BEFORE: EMPLOYMENT JUDGE S POVEY

REPRESENTATION:

FOR THE CLAIMANT:

MS O'HALLORAN (COUNSEL)

FOR THE RESPONDENTS:

MR EVANS (COUNSEL)

JUDGMENT

1. The complaint of unauthorised deduction from wages and/or breach of contract is not made out and is dismissed
2. The complaint of less favourable treatment under The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002 is not made out and is dismissed.

Approved by:

Order posted to the parties on

28 September 2025

Katie Dickson

For Secretary of the Tribunals

EMPLOYMENT JUDGE S POVEY

Dated: 8 September 2025

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.