



EMPLOYMENT TRIBUNALS

Claimant: Mr Samuel Francis
Respondent: Microtill Ltd.
Heard at: East London Hearing Centre (by CVP)
On: 13 and 14 February 2025
Before: Employment Judge B Elgot

Representation

Claimant: In person
Respondent: Ms L Ware, Sales Manager

The Employment Judge gave judgment as follows:-

JUDGMENT

1. The claim of unfair dismissal SUCCEEDS.
2. The Respondent has withdrawn its Response and concedes that the Claimant's dismissal on 14 May 2024 was unfair by reference to section 98(4) Employment Rights Act 1996.
3. The compensation to which the Claimant is entitled shall be determined at a further hearing in chambers (reserved decision) on **13 March 2025**. The parties need not attend on that date. The Remedy Judgment and reasons for it will be sent to the parties in writing.
4. **No later than 28 February 2025** the parties shall send to each other and to the Tribunal written submissions in relation to remedy only.

Employment Judge B Elgot
Dated: 17 February 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

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

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/>