



EMPLOYMENT TRIBUNALS

Claimant: Mr A Huggett

Respondent: Thompson Valves Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Southampton Employment Tribunal (by CVP)

On: 1 August 2025

Before: Employment Judge Kelly (sitting alone)

Appearances

For the claimant: In person

For the respondent: Mr Pincott of counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim for unfair dismissal is dismissed on withdrawal.
2. The claimant's claim for breach of contract is dismissed.
 - a. For reasons given orally, the Tribunal concluded that the respondent's email to the claimant of 5 November 2024 was effective to terminate the claimant's employment and, since the claimant was paid his one week notice period entitlement, he was not entitled to any further sums.
 - b. This was a preliminary issue which both parties agreed should be considered first. The decision on this issue decided the outcome of the breach of contract claim without the necessity to consider other issues such as whether pre-conditions of employment had been met.
 - c. Consideration of why the respondent dismissed the claimant was not relevant because this was a claim for breach of contract which only required the consideration of the effect of the dismissal email and

clauses of the claimant's contract of employment. Therefore, it was not relevant to hear evidence from the respondent's witness on why it dismissed the claimant, in order to decide on the issue.

3. The claimant's claim for wages is dismissed, either because it was withdrawn at the preliminary hearing on 23 May 2025 or, if this was not the case, because the conclusions reached in the breach of contract claim mean that no further sums are due to him.

Employment Judge Kelly
Date: 1 August 2025

Sent to the parties on
19 August 2025

Jade Lobb
For the Tribunal

Note

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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