



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mr Paul Chenery

AND

Respondent: Hobbs Recovery Service

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: London South (Croydon)
(by video link)

On: 6 and 7 November 2025

Case number: 6017825 / 2024

Before: Employment Judge M Da Costa

APPEARANCES:

Claimant: In person via video link

Respondent: Mr Malcolm Hobbs – Director – in person via video link
Ms Anne-Marie Went – HR consultant – in person via video link

JUDGMENT

The judgment of the Tribunal is as follows:

Complaint of unfair dismissal pursuant to section 111(1) Employment Rights Act 1996 contrary to section 94 of that Act

1. The claimant's claim for unfair dismissal is not well founded and is dismissed.
2. The respondent had a potentially fair reason to dismiss the claimant within section 98(2)(b) of the Act.
3. The respondent acted fairly in dismissing for that reason because the respondent acted reasonably in treating the reason as a sufficient reason for dismissing the claimant within the meaning of section 98(4) of that Act.

**Employment Judge M Da Costa
07 November 2025**