



EMPLOYMENT TRIBUNALS

Claimant: Mr P Bray-Menezes

Respondent: Systra Limited

AT A HEARING

Heard at: Leeds by CVP video conferencing **On:** 27th November 2025
Before: Employment Judge Lancaster

Representation

Claimant: In person
Respondent: Mr L Nacif, counsel

JUDGMENT

- 1. The Claimant was unfairly dismissed.
- 2. Remedy is adjourned to a date to be fixed if not agreed.

EMPLOYMENT JUDGE LANCASTER

DATE 27th November 2025

Note

Reasons for the judgment having been given orally at the hearing, 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.

Public access to employment tribunal decisions

Judgments 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.

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:

Case: 6002518/2025

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>