



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Bray-Menezes

**Respondent:** Systra Limited

## AT A HEARING

**Heard at:** Leeds by CVP video conferencing      **On:** 27<sup>th</sup> 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 27<sup>th</sup> 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](http://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/>