



EMPLOYMENT TRIBUNALS

Claimant: Mr Kevin Bannister

Respondent: Thamesway Transport Services Ltd

Heard at: London South, in public; in person **On:** 22-24 October 2025

Before: Employment Judge Tsamados
Members: Mr S Khan
Mr J Hutchings

Representation

Claimant: Mr J Bryan (lay representative)

Respondent: Mr M Marshall (General Manager)

JUDGMENT

The unanimous Judgment of the Employment Tribunal is as follows:

1. The claimant's complaint of unfair dismissal is well-founded;
2. The claimant's complaint of damages for breach of contract in respect of entitlement to 4 weeks' payment in lieu of notice is well-founded;
3. The parties are to advise the Tribunal if they require a remedy hearing by 5 December 2025. If one is required it will be listed for 3 hours and conducted by Cloud Video Platform.

Employment Judge Tsamados
Date: 24th October 2025

Judgment sent to parties on:
Date: 30th December 2025

For the Tribunal Office

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 Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: www.gov.uk/employment-tribunal-decisions.