



EMPLOYMENT TRIBUNALS

Claimant: Mr Alexander Thomas

Respondent: Babcock International

Heard at: Bristol ET via CVP

On: 5 January 2026

Before: Employment Judge Hay

Representation

Claimant: In person

Respondent: Did not attend

JUDGMENT

1. The claimant made an application for Interim Relief pursuant to s161 of the Trade Union and Labour Relations (Consolidation) Act 1992.
2. S161 (3) states that

In a case where the employee relies on section 152(1)(a), (b) or (ba), or on section 152(1)(bb) otherwise than in relation to an offer made in contravention of section 145A(1)(d), the tribunal shall not entertain an application for interim relief unless before the end of that period there is also so presented a certificate in writing signed by an authorised official of the independent trade union of which the employee was or proposed to become a member stating—

*(a)that on the date of the dismissal the employee was or proposed to become a member of the union, and
(b)that there appear to be reasonable grounds for supposing that the reason for his dismissal (or, if more than one, the principal reason) was one alleged in the complaint.*

3. The underlying claim of unfair dismissal is based upon s152 (1) (b) and accordingly the Tribunal “shall not” entertain the application for interim relief unless the relevant certificate is presented to it. No such certificate has been

presented or is available.

4. The application is therefore one which the Tribunal has no jurisdiction (legal authority) to hear and is dismissed.

Employment Judge Hay
Date: 5 January 2026

JUDGMENT SENT TO THE PARTIES ON
16 January 2026

Jade Lobb
FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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Judgments (apart from judgments under rule 52) 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.