



EMPLOYMENT TRIBUNALS

Claimant: Mr A James

Respondent: Driver and Vehicle Licensing Agency

Heard at: Cardiff; by video

On: 26, 27, 28, 29 & 30
January 2026

Before: Employment Judge R Harfield
Mr Collier
Mr B Roberts

REPRESENTATION:

Claimant: Mr James represented himself

Respondent: Mr Probert (Counsel)

JUDGMENT

The unanimous decision of the Tribunal is:

1. The complaint of unfair dismissal is not well founded and is dismissed;
2. The complaint of discrimination arising from disability is not well founded and is dismissed;
3. The complaint of wrongful dismissal is not well founded and is dismissed;
4. The complaint of unauthorised deduction from wages is not well founded and is dismissed.

Approved by:
Employment Judge R Harfield
30 January 2026

Judgment sent to the parties on:
06 February 2026
For the Tribunal:
Katie Dickson

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.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.