



EMPLOYMENT TRIBUNALS

Claimant: Mr A Sztuczka

Respondent: Fire Technical Services Ltd

Heard at: Newcastle Employment Tribunal

On: 19th, 20th, 21st January 2026

Before: Employment Judge Sweeney
Mrs C Brayson
Mr M Gallagher

Appearances

For the Claimant, in person

For the Respondent, Sarah Ismail, counsel

JUDGMENT

1. The claim of unfair dismissal is well-founded and succeeds.

1.1 The amount of the Basic Award is zero:

1.1.1 The Claimant was dismissed by reason of redundancy and received a statutory redundancy payment, negating any basic award.

1.2 The amount of the Compensatory Award is zero:

1.2.1 The chances that the Claimant would have been fairly dismissed had the Respondent fairly applied its selection criteria were 60% meaning that any losses would have to be reduced accordingly.

1.2.2 The Claimant, having been paid 8.6 weeks' pay in lieu of notice covering the period 17 April 2024 to 17 June 2024 and having secured new employment at a higher wage from the beginning of June 2024 had sustained no financial losses.

2. The claim of wrongful dismissal is dismissed on withdrawal.

3. The claim for outstanding holiday pay on termination of employment is not well-founded and is dismissed.

4. The claims of harassment related to race and direct race discrimination are not well-founded and are dismissed.

Employment Judge Sweeney

Date: 21 January 2026

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.

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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:

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