



## EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Thomas

**Respondent:** Top Tubes Ltd

**HEARD AT:** Birmingham Employment Tribunal

**ON:** 20 January 2026

**BEFORE:** Employment Judge Akhtar  
(Sitting Alone)

**Attendances:**

**For Claimant:** In person

**For Respondent:** Mr S Bond (Solicitor)

### JUDGMENT

**The Judgment of the Tribunal is that:**

1. The complaint of breach of contract in relation to notice pay and contractual benefits is well-founded.
2. There is no award for damages as the claimant mitigated his loss and consequently suffered no financial loss.

Approved on: 22 January 2026

Employment Judge **Akhtar**

**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 52) 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.