EMPLOYMENT TRIBUNALS

Claimant: Mr M Ritchie

Respondent: IMS Euro Limited

Heard at: Manchester (In Person) **On:** 2-3 December 2025

Before: Employment Judge Ganner

REPRESENTATION:

Claimant: Unrepresented
Respondent: Mr T Wood (Counsel)

JUDGMENT

1. The complaint of unfair dismissal under part X Employment Rights Act is not well founded and is dismissed.

2. Insofar as there remained a complaint of breach of contract in relation to notice pay, this was dismissed upon withdrawal by the claimant.

Approved by:

Employment Judge Ganner
4 December 2025

JUDGMENT SENT TO THE PARTIES ON:

19 February 2026

FOR THE TRIBUNAL OFFICE:

Notes

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 decisions

Judgments 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.

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/