



EMPLOYMENT TRIBUNALS

Claimant: Mr J Phillips

Respondent: Abraclean Ltd

HELD AT: Manchester **ON:** 6 and 7 January 2026

BEFORE: Regional Employment Judge Franey
(sitting alone)

REPRESENTATION:

Claimant: In person

Respondent: Mr R Katz, solicitor

JUDGMENT

1. It was not reasonably practicable for the claim to have been presented within time and it was presented within a further reasonable period, so the Tribunal has jurisdiction over it under section 111 Employment Rights Act 1996.

2. The complaint of unfair dismissal is not well-founded and is dismissed. The claimant's resignation on 5 December 2023 was not a dismissal under section 95(1)(c) Employment Rights Act 1996.

Approved by

Regional Employment Judge Franey

7 January 2026

JUDGMENT SENT TO THE PARTIES ON

23 February 2026

FOR THE TRIBUNAL OFFICE

Notes

1. 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.
2. 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.
3. 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/>