



EMPLOYMENT TRIBUNALS

Claimant: Mr A Gheorghiu

Respondent: Superdrug Stores Plc

Heard at: Watford Employment Tribunal (In Public; In Person)

On: 26 to 29 January 2026

Before: Employment Judge Quill (Sitting Alone)

Appearances

For the Claimant: Ms A Ciobanu, fiancée

For the respondent: Ms S Tharoo, counsel

Interpreter

Days 1 to 3: Mr A Todea

Day 4: Mr Marcusan-Dumitru

JUDGMENT

1. The Claimant was not dismissed by the Respondent, either in accordance the definition of dismissal in section 95(1)(c) the Employment Rights Act 1996 ("ERA") or at all.
2. The complaint of unfair dismissal is not well-founded and is dismissed.
3. None of the complaints of sex discrimination, as set out in paragraph 4 of list of issues succeed.
4. Complaints related to alleged dismissal were in time. Had all of the complaints been successful, then it is likely that they would all have been found to have been part of a continuing act which culminated in the (alleged) constructive dismissal. However, given that all the claims failed on the merits, there is no need to make more detailed decisions on time limits.

5. As a result, all of the claims have failed and there is no need to address remedy issues.

Approved by:

Employment Judge Quill

Date: 30 January 2026

JUDGMENT SENT TO THE PARTIES ON
18 March 2026

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FOR THE TRIBUNAL OFFICE

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