



EMPLOYMENT TRIBUNALS

Claimant: Mr D Wacey

Respondent: Veka PLC

Heard at: Manchester Employment Tribunal

On: 22-23 January 2026

Before: Employment Judge Dunlop

Representation

Claimant: In person

Respondent: Ms A Smith (Counsel)

JUDGMENT

1. The claimant was permitted to amend his claim to add a complaint of 'automatic' unfair dismissal under s.100(a) Employment Rights Act 1996.
2. The claimant's complaints of 'ordinary' unfair dismissal (s.98 Employment Rights Act 1996) and 'automatic' unfair dismissal (s.100(a) Employment Rights Act 1996) are not well-founded. That means that they do not succeed.
3. The claim is therefore dismissed.

Approved by Employment Judge Dunlop

Date: 26 January 2026

SENT TO THE PARTIES ON

Date: 2 April 2026

FOR EMPLOYMENT TRIBUNALS

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/>