



EMPLOYMENT TRIBUNALS

Claimant: Mr J Friend

Respondent: InvictaK9 Limited

Heard at: London South

On: 7 May 2026

Before: Employment Judge Heath

Representation

Claimant: Mr P Briley (Retired trade union representative)

Respondent: Mr D Rogers (Solicitor)

JUDGMENT

The claimant's complaints of breach of contract (notice pay), holiday pay, and deductions from wages are not well-founded and are dismissed.

Approved by:

Employment Judge Heath

7th May 2026

Judgment sent to parties on
14th May 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/