



EMPLOYMENT TRIBUNALS

Claimant: Matthew Marsh

Respondent: Utilita Field Services Limited

Heard at: Newcastle Employment Tribunal

On: 13, 14, 15, 16, 17 and 30 April 2026

Before: Employment Judge Sweeney

Appearances

For the Claimant, David Pendlebury, lay representative

For the Respondent, Roger Quickfall, counsel

JUDGMENT

1. The claim of automatically unfair dismissal under section 103A Employment Rights Act 1996 is not well-founded and is dismissed.

Employment Judge Sweeney

Date: 30 April 2026

Note

Summary Reasons for the Judgment having been given orally at the hearing, written summary reasons will not be provided unless a request was made by either party at the hearing or a written request is received by the Tribunal 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/>