



EMPLOYMENT TRIBUNALS

Claimant: Mr Smykla

Respondents: Lindal Valve Company Limited

Heard at: Watford Tribunal

On: 19 and 20 March 2026

Before: Employment Judge Cowen

Representation

Claimant: Mr Smykla (in person)

Respondent: Mr Rhodes (counsel)

JUDGMENT

For the reasons given in an oral Summary Judgment on 20 March 2026:

1. The Claimant's claim for constructive unfair dismissal and unlawful deduction of wages are dismissed.
2. The Claimant's claim for breach of contract is upheld and the Respondent must pay the Claimant £3,035.
3. The Respondent's breach of contract claim is dismissed.

Approved by

Employment Judge Cowen

20 March 2026

JUDGMENT SENT TO THE PARTIES ON

18 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. Written reasons may be summary or full written reasons. Only full written reasons will be placed on the Tribunal public record website.

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/