



# EMPLOYMENT TRIBUNAL

**Mr R Thorpe**

**Claimant**

**Linde MH UK Limited**

**Respondent**

**Heard: in Leeds**

**On: 20 and 21 May 2026**

**Before:**  
**Employment Judge JM Wade**

**Representation:**

**Claimant:** Mr Y Lunat, solicitor  
**Respondent:** Ms L Wilson, solicitor

The decision of the Tribunal is:

## JUDGMENT

- 1 The claimant's complaint of unfair dismissal is not well founded.
- 2 The claimant's wrongful dismissal complaint is also dismissed.

Employment Judge JM Wade

21 May 2026

Judgment sent to the  
parties on:  
27 May 2026

For the Tribunal

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 is likely to be payable in most but not all circumstances. 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/>

Note: Decisions and full written reasons (but not summary reasons) are published on the Tribunal's website shortly after they are made available to the parties. There is a practice direction on recording Tribunal proceedings. In this case the Tribunal gave oral summary reasons and explained the Tribunal's new rule 60 concerning the provision of written reasons or summary reasons. The relevant provisions are repeated below:

(4A) In respect of a judgment—

.....

(b) where reasons are given orally at a hearing under paragraph (3), those reasons may be either—

(i) summary reasons, or

(ii) full reasons.

(4B) Where summary reasons are given under paragraph (4A)(b)(i), the presiding member must announce that the reasons given are summary reasons and that written summary reasons will not be provided unless requested by any party—

(a) at the hearing, or

(b) by a written request received by the Tribunal within 14 days of the sending of the written record of the decision,

and the written record of the decision must repeat that information.

(4C) Where written summary reasons are provided further to a request under paragraph (4B), they must state that written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons....

(4E) If the Tribunal receives a request for written summary reasons in accordance with paragraph (4B), the Tribunal may, if it considers it appropriate to do so, provide written full reasons.