



EMPLOYMENT TRIBUNALS

Claimant: Mr Paul Gaines

Respondent: Fine and Country Automotive

Heard at: Bury St Edmunds (CVP) **On:** 20 March 2026

Before: Employment Judge R Wood

Appearances

For the Claimant: In Person

For the Respondent: Mr Moskovchude (Lay Representative)

JUDGMENT

1. The claim for non-payment of notice pay and arrears of pay were not presented within the applicable time limit. It was reasonably practicable to do so. Further, the claim was not presented within a further reasonable period. The claims are therefore dismissed.
2. For the avoidance of doubt, this brings all of the claims to an end.

Approved by:

Richard Wood

Employment Judge R Wood

Date: 20 March 2026.....

Sent to the parties on: 17 June 2026

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For the Tribunal Office

Note

Summary reasons for the judgment were given orally at the hearing. Summary written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.