



EMPLOYMENT TRIBUNALS

Claimant: A Harling

Respondent: Orian Solutions Limited

PRELIMINARY HEARING

HELD AT: Manchester [by video platform]

ON: 2 July 2026

BEFORE: Employment Judge Batten (sitting alone)

REPRESENTATION:

For the Claimant: In person

For the Respondent: L Halsall, Counsel

JUDGMENT

The judgment of the Tribunal is that the claimant's application for interim relief pursuant to section 128(1) of the Employment Rights Act 1996 is not well-founded and is dismissed.

Approved by:
Employment Judge Batten
2 July 2026

JUDGMENT SENT TO THE PARTIES ON:

23 July 2026

FOR THE TRIBUNAL OFFICE

Note:

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.

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/>