



EMPLOYMENT TRIBUNALS

Claimant: Ersoy Kubilay

Respondent: B&M Retail Limited

Heard at: Watford Employment Tribunal

On: 30 June 2026

Before: Employment Judge G Elliott

REPRESENTATION:

Claimant: in person

Respondent: Robert Lassey, counsel

JUDGMENT

1. The claim is struck out under Employment Tribunal Rule 38(1)(a) because it has no reasonable prospect of success. The Tribunal has no jurisdiction to consider a standalone complaint of breach of non-contractual internal and/or ACAS procedures, as advanced by the claimant.
2. To the extent that any complaint or application to amend has been advanced by the claimant over the course of correspondence in the claim in relation to notice pay, arrears of pay or holiday pay, the claimant no longer pursues such complaints. Any such complaints are dismissed upon withdrawal.

Approved by:

Employment Judge G Elliott

30 June 2026

Judgment sent to the parties on:

4 August 2026

For the Tribunal:

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. If written reasons are provided they will be placed online.

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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/