



EMPLOYMENT TRIBUNALS

Claimant: Mr J Schwarz

Respondent: M-APARTMENTS LIMITED

Heard at: Manchester Employment Tribunal (by CVP)

On: 16 and 17 September 2026

Before: Employment Judge M Butler

Representation

Claimant: Self-representing

Respondent: Mr S Overs (Litigation Consultant)

JUDGMENT

1. The claimant has been unfairly dismissed. The decision to dismiss the claimant was substantively fair, but procedurally unfair.
2. A fair process would have been completed within a further 6 weeks, at which point the claimant would likely have been dismissed fairly. Compensation is therefore capped at 6 weeks' net pay.

Approved by:

Employment Judge **M Butler**

Date_17 September 2026_____

JUDGMENT SENT TO THE PARTIES ON

25 September 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.

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/>