



EMPLOYMENT TRIBUNALS

Claimant: Mr Roland Waters
Respondent: Movianto UK Limited
Heard at: Norwich (heard remotely via video link)
On: 28 August 2026
Before: Employment Judge Mr A. Spencer

Representation:

Claimant: In person
Respondent: Mr. A. Willoughby (counsel)

JUDGMENT

1. The claimant's application for interim relief is dismissed.

Approved by:

**Employment Judge Mr. A. Spencer on 30
August 2026**

JUDGMENT SENT TO THE PARTIES ON

26 September 2026

FOR THE TRIBUNAL OFFICE

Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full 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 claimant(s) and respondent(s).

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 here:

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