



EMPLOYMENT TRIBUNALS

Claimant: Mr D Everett

Respondent: A and R Contract Cleaning Specialists Ltd t/a Always Responsive Commercial Cleaning

Heard at: Cardiff Employment Tribunal

On: 12/12/2024

Before: Employment Judge A Lloyd-Lawrie

Representation

Claimant: In person

Respondent: Mr A Davies, manager of the Respondent's business

JUDGMENT

1. The Claimant was fairly dismissed by the Respondent.
2. The Claimant's unfair dismissal claim is therefore dismissed.

A.N. Lloyd-Lawrie

Employment Judge Lloyd-Lawrie

Date 12/12/2024

JUDGMENT SENT TO THE PARTIES ON

Date 16/12/2024

Ruhan Khan
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-tribunals

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/>