



EMPLOYMENT TRIBUNALS

Claimant: Mr S Vero

Respondent: Mr M O'Halloran

Heard at: Liverpool **On:** 3 March 2021

Before: Employment Judge Horne

Representatives

For the claimant: In person, assisted by Ms C Jones, partner

For the respondent: Mr D Jones, counsel

JUDGMENT

1. The claimant did not fail to comply in any material respect with the Unless Order sent to the parties on 22 October 2020. This means that the Unless Order did not operate to dismiss his claim.
2. The parties did not perform the contract of employment illegally. There is no public policy reason why the tribunal should refuse to consider the claimant's claim.
3. The claimant was dismissed. His contract was not terminated by frustration. The claimant and respondent did not agree to terminate the contract.
4. Nevertheless, the claim fails. This is because the dismissal was fair.

Employment Judge Horne

4 March 2021

SENT TO THE PARTIES ON

16 March 2021

FOR THE TRIBUNAL OFFICE

Notes:

- (1) The hearing code “V” in the heading to this judgment indicates that the hearing took place partly on a remote video platform. Neither party objected to the format of the hearing.
- (2) Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date when this judgment is sent to the parties. If written reasons are provided, they will be entered onto the tribunal’s online register of judgments, which is visible to internet searches.