

15 Main Allegations: Case No: 2300479/2016

(I) An alleged false allegation made against the Claimant on 21 July 2014 that he had misled the Trust as to his SQL skills. This allegation was made again by Gill Wood from HR in her letter of 11 November 2015.

(III) Steve Asher required the Claimant to attend Stage 2 – Sickness Absence Review Meeting, without previously holding informal discussion, formal discussion and Stage 1 review meeting stages, contrary to what he communicated to the Claimant through his 'Initial Informal Interview – Outcome' email letter of 20/02/2015.

(VII) Allegation that Claimant was kept isolated at Trust from 12.5.2014 to 25.10.15 in following way: No work, No Support, No training, No Software access, No work related meetings, No interaction with any other colleagues, false allegations against him were made known to other staff also added to isolation and shattering my confidence. Steve Asher's continuous bullying, loud tone and rude behaviour also added to this. HR which should have been for my respite was hand in gloves with the management against me and was adding to my isolation. Management and HR kept coming up with ways of harassing me and isolating me.

Because of the above mentioned situations intentionally created by the Respondent I was confined to the office having to sit alone most of the time. Unlike me other staff was being provided with work, training and support, they would attend meetings and have interactions with colleagues and move around to each other's offices and other Hospital sites because of work; all these normal day to day activities and human interactions which was part of Trust's other staff daily routine and which I used to do in my earlier employment were absent there for me.

(IX) An alleged failure by Steve Asher of the Respondent to allow the Claimant to sit at an alternative desk to his own which was causing him health issues between 11 September 2015 to 23 October 2015 and ignored the Health and Safety of the Claimant.

(X) An alleged failure by the Respondent to allow the Claimant to take his full annual leave entitlement for period 12th May 2014 to 31st March 2015. Respondent wrongly calculated Claimant's leave entitlement and his objections to that calculation and requests to correct it were turned down. As a result he was denied his leave entitlement in March 2015 which he wanted to take for childcare needs. There are email chains in this regard of Claimant, Jason Port, Steve Asher, Barbara Tringham and others between 23 March 2015 and 10th April 2015.

(XI) Alleged false allegation against the Claimant by Gill Wood through her letter dated 11 November 2015 that Claimant violated department's procedures by going on annual leave without his manager's permission.

(XIII) An alleged failure by the Respondent to act on the recommendations of OHAssist since 19 April 2015 to 25 October 2015.

(XIV) Allegation that the Respondent falsely associated stress, depression and anxiety as the reason of absence for the Claimant's sickness absence on 19 January 2015 where the real reason was flu and high temperature; and despite Claimant's serious objections on this, did not correct the record.

(XV) The alleged lack of empathy, ignoring health & safety and not fulfilling contractual obligations by Steve Asher towards the Claimant's request to use a different chair on 10th April 2015: Steve Asher ridiculed the Claimant bluntly saying "you don't know how to adjust a chair". After being provided with another chair, which was unsatisfactory, Steve Asher ridiculed him again and told him "you don't know how to sit".

(XVI) An alleged failure to provide the Claimant with a contract of employment.

17. (XVII) Allegation that Respondent delayed the disciplinary against the Claimant for months; did not disclose the verdict to the Claimant for 3 months and gave false excuse for the delay: The disciplinary against the Claimant regarding his SQL skills was started on 21 July 2014 and he got the verdict after 6 months on 26th January 2015. On a false pretext Claimant was also told by Barbara Tringham on 26th January 2015 that the verdict was already out on 24th October 2014 but could not be given to him earlier in time as it got misplaced. Claimant alleges that this was a false statement by Barbara Tringham.

(XXVI) Alleged false allegation against the Claimant by Gill Wood through her letter dated 11 November 2015 that he deliberately did not attend the QlikView1 training.

(XXIX) There was a breach of confidentiality in that confidential information was disclosed to Steve Asher details of complaints previously made to HR about HR itself, Barbara Tringham, David Knevett and also Steve Asher himself. The Claimant learned of this in a conversation with Steve Asher on 20 August 2015. Alison Joyce was also aware of confidential information regarding disciplinary against the Claimant in September 2014. Derek Thorne behaviour with Claimant along with Steve Asher on 14th July 2015 also showed that he was aware of confidential information regarding Claimant.

(XXXI) Alleged intimidation and bullying by Jason Port on 14 July 2015: On 14 July'15, Jason Port and Steve Asher barged into Claimant's office and shut the doors behind suddenly without even informing him what they were up to. Their mannerism, body language and the way they barged in was very intimidating. When the Claimant inquired, Jason Port rudely said, "we are here for a meeting and you have to attend it".

(XXXII) Alleged extreme delay in giving the verdict to the Claimant; and then delivering an unfair verdict for his complaint on 18th April 2016: Respondent took 9 months to give the verdict to Claimant's complaint against Jason Port. Claimant received the verdict on 18 April 2016, and only after he filed the case in the Tribunal. Claimant did not get the justice and received an unfair verdict; Jason Port was cleared of all his wrong doings.