



EMPLOYMENT TRIBUNALS

Claimant: Mr A Bhunoo

Respondent: GRID Defence Systems Limited

Heard at Watford by CVP

On: 22, 23, 24 and 25 November 2021

**Before: Employment Judge Manley
Mr D Sagar
Mr C Surrey**

Representation

Claimant: Mr I Wheaton, counsel

Respondent: Mr G Anderson, counsel

JUDGMENT

- 1 The majority of the tribunal finds that there was no fundamental breach of contract by the respondent and therefore no dismissal.
- 2 The minority (Mr Sagar) finds that there was a fundamental breach of contract on 13 September 2017, in response to which the claimant resigned and there was a dismissal.
- 3 The decision of the majority means the claim for constructive unfair dismissal fails and is dismissed.
- 4 Any claim for wrongful dismissal must also fail.
- 5 The claim for age discrimination and harassment fails and is dismissed

Employment Judge Manley

Date: 25/11/2021

JUDGMENT SENT TO THE PARTIES ON

13/12/2021

FOR THE TRIBUNAL OFFICE

Note

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.