



EMPLOYMENT TRIBUNALS

Claimant: Mr Bhavin Patel
Respondent: HBOS Plc
Heard at: Watford Hearing Centre
On: 8 & 9 December 2021 and 18 & 19 January 2022
Before: Employment Judge Tobin

Representation

Claimant: Mr N Brockley (counsel)
Respondent: Mr T Welch (counsel)

This has been a part remote and part in-person hearing which has been consented to by the parties. The form of remote hearing was by a video hearing through HM Courts & Tribunal Service Cloud Video Platform. A hybrid then full-video hearing was held because the Tribunal and the parties agreed that all relevant matters could be determined on this basis.

JUDGMENT

It is the Judgment of the Employment Tribunal that the claimant was not unfairly dismissed in breach of s94 Employment Rights Act 1996. Accordingly, proceedings are now dismissed.

Employment Judge Tobin

Date: 19 January 2022

JUDGMENT SENT TO THE PARTIES ON
11 February 2022

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.

Public access to Employment Tribunal decisions

All Judgments and reasons for the Judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.