



## EMPLOYMENT TRIBUNALS

**Claimant**  
**Mr. V Babla**

**Respondent**  
**v Vantage Tax Fee Protection Limited**

### OPEN PRELIMINARY HEARING CONDUCTED BY CLOUD VIDEO PLATFORM

**Heard at:** Via CVP (Midlands East Region)

**On:** 20<sup>th</sup> May 2022

**Before:** Employment Judge Heap (Sitting Alone)

#### **Appearances**

**For the Claimant:** Mr. M Mensah – Counsel (with the Claimant also in attendance)

**For the Respondent:** Ms. S Neaman – Counsel  
(with Mr. M Butchart and Ms. H Mistry of the Respondent also in attendance)

#### **COVID-19 Statement**

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was fully remote via CVP. A face to face hearing was not held because it was not practicable, no-one requested the same and all issues could be determined in a remote hearing.

## JUDGMENT

1. The Claimant's application for reconsideration made on 18<sup>th</sup> January 2022 is refused.
2. The Claimant's application to amend the claim to plead a new protected disclosure, to include complaints of breach of contract/unauthorised deductions from wages in relation to a reduction in salary and for commission payments and to include a complaint under Section 12(3) Employment Rights Act 1996 is refused. All other amendments made on the particulars of claim sent to the Tribunal on 18<sup>th</sup> January 2022 are granted.

3. The result of the refusal of the amendment application is that the Claimant's complaints under Sections 47B and 103A Employment Rights Act 1996 are struck out under Rule 37 Employment Tribunals (Constitution & Rules of Procedure) Regulations 2013.
4. Case Management Orders are attached.

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Employment Judge Heap

Date: 23<sup>rd</sup> May 2022

**Notes:**

**Public access to employment tribunal decisions**

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

**Reasons**

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.