



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R England

**Respondents:** (1) Mr D Rezaei  
(2) Melli Bank PLC

**Heard at:** London Central (by video in public)      **On:** 17 April 2024

**Before:** EJ Isaacson

## Representation

Claimant: In person  
Respondent: Ms M Tutin

# JUDGMENT

1. The claimant was not an employee of the respondents at the relevant time. The claim of constructive unfair dismissal is therefore dismissed because the Tribunal does not have jurisdiction to determine it.
2. The claimant confirmed he was not bringing any other claims.

\_\_\_\_\_  
Employment Judge Isaacson  
17 April 2024

Date \_\_\_\_\_

JUDGMENT SENT TO THE PARTIES ON

1 May 2024  
.....

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FOR THE TRIBUNAL OFFICE

**Notes**

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**

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.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>