



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr P Craete**

**v**

**OCS Security Limited**

**Heard at:** London Central (in public, by video)

**On:** 17 May – 30 May 2024

**Before:** Employment Judge **P Klimov**  
Tribunal Member **J Carroll**  
Tribunal Member **S Campbell**

**Appearances:**

For the claimant: **Mr S-M Ellis**, lay representative

For the respondent: **Mr D Northall** KC of Counsel

## JUDGMENT

The unanimous judgment of the Tribunal is that all complaints in the claims are not well-founded and are dismissed.

**Employment Judge Klimov**

30 May 2024

Sent to the parties on:

**03/05/2024**

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For the Tribunals Office

**Notes**

Reasons for the judgment having been given orally at the hearing, written reasons having been requested by the claimant at the end of the hearing and will be provided in due course.

**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/>