



EMPLOYMENT TRIBUNALS

Claimant: Mr Mandeep Dhillon

Respondent: (1) Learning Possibilities Limited and
(2) Mehool Sanghrajka

Heard at: Reading (by video hearing) **On:** 8 July 2024

Before: Employment Judge Gumbiti-Zimuto

Appearances

For the claimant: Ms June Smith, HR Consultant

For the respondent: Mr Dravin Bheemah, counsel

JUDGMENT ON PRELIMINARY HEARING

1. The claimant's complaints against Mehool Sanghrajka have no reasonable prospect of success, the claimant was not employed by Mehool Sanghrajka, the complaints are therefore dismissed pursuant to rule 37 Employment Tribunals Rules of Procedure.
2. The claimant has permission to amend the claim to allege unfair dismissal pursuant to section 103A Employment Rights Act 1996 as set out in his application. (For the avoidance of doubt the alleged disclosure of information is made on 27 February 2023 to Sushmita Gurung.)
3. The question whether the claimant's complaint of unfair dismissal pursuant to section 103A Employment Rights Act 1996 has been presented in time and the question whether the complaint, if presented outside the time limit, may be considered by the Tribunal is to be determined by the Tribunal at the final hearing.
4. The final hearing listed on **24, 25, 26 and 27 March 2025** will now take place before an employment judge sitting alone.
5. The order made on 14 May 2024 contains typographical errors at paragraphs 17 and 18, the dates set out should read 2 September 2024 and 23 September 2024.

Employment Judge Gumbiti-Zimuto

Dated: 8 July 2024

Sent to the parties on: 23 August 2024

For the Tribunal: