



EMPLOYMENT TRIBUNALS

Claimant: Mr Mohammed Tahir Bhatti

Respondent: GMB

Heard at: Watford Employment Tribunal

On: 7, (8 October reading day) 9-11 & 14-18 October 2024 (deliberations
15 & 16 January 2025, 17 January 2025-Judgment given)

Before: Employment Judge Young

Non legal members: Ms J Hancock
Ms A Telfer

Representation

Claimant: Mr Bert Schouwenburg (former union official, friend of Claimant)

Respondent: Mr Nicholas Bidnell-Edwards (Counsel)

JUDGMENT

1. The Claimant's claim for unfair dismissal is not well founded and is dismissed.
2. The Claimant's claim for wrongful dismissal is not well founded and is dismissed.
3. The Claimant's holiday pay claim is not well founded and is dismissed.
4. The Claimant's complaints of direct race discrimination are not well founded and are dismissed.
5. The Claimant's complaints of harassment are not well founded and are dismissed.

REASONS

Approved by:

Employment Judge Young
20 January 2025

JUDGMENT SENT TO THE PARTIES ON
6/2/2025

FOR THE TRIBUNAL OFFICE – N Gotecha

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. If written reasons are provided, they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/