



EMPLOYMENT TRIBUNALS

Claimants: Mr K Chima

Respondent: Sustainable Energy First Limited

Heard at: Manchester (by CVP)

On: 30 January 2025

Before: Employment Judge Phil Allen

REPRESENTATION:

Claimant: In person

Respondent: Mr J Arnold, counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claim for ordinary unfair dismissal under section 94 of the Employment Rights Act 1996 is struck out under rule 38(1)(a) of the Employment Tribunal rules of procedure because it has no reasonable prospect of success (but, subject to what is said below, this does not apply to the claim for automatic unfair dismissal brought under section 103A of the Employment Rights Act 1996).
2. The complaint of victimisation relying upon an alleged protected act done at 2.06 pm on 21 March 2024 is struck out under rule 38(1)(a) of the Employment Tribunal rules of procedure because it has no reasonable prospect of success (but this does not apply to the victimisation complaint relying upon the alleged protected act on 15 March 2024).
3. The complaint that the claimant was automatically unfairly dismissed because he made a protected disclosure relying upon an alleged protected disclosure made at 2.06 pm on 21 March 2024 is struck out under rule 38(1)(a) of the Employment Tribunal rules of procedure because it has no reasonable prospect of success (but this does not apply to the complaint that he was dismissed for making a protected disclosure relying upon the alleged protected disclosure made on 15 March 2024).

4. The application to strike out the other complaints under rule 38(1)(a) of the Employment Tribunal rules of procedure because they have no reasonable prospect of success and/or the claim is scandalous or vexatious, did not succeed.

Employment Judge Phil Allen

30 January 2025

JUDGMENT SENT TO THE PARTIES ON
13 February 2025

FOR THE TRIBUNAL OFFICE

Notes

Reasons for this 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 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/>