



# EMPLOYMENT TRIBUNALS

**Heard at:** Croydon (by video) **On:** 6 to 8 May 2025

**Claimant:** Mr Pir Ruhel Chowdhury

**Respondent:** Commissioners for His Majesty's Revenue & Customs

**Before:** Employment Judge E Fowell  
Mr A Fairbank  
Ms N O'Hare

## Appearances:

**Claimant** In person

**Respondent** Patrick Tomison of counsel, instructed by TLT LLP

## JUDGMENT

The unanimous decision of the Tribunal is as follows:

1. Although the claim was submitted outside the normal time limit, it was just and equitable to extend time to allow the claim to be heard.
2. The sole complaint was in respect of a decision made on 27 March 2023 not to allow the claimant to apply for an alternative role during a recruitment freeze, whereas a colleague was allowed to do so. That decision was not an act of discrimination and so the claim of discrimination on grounds of race is dismissed.

Employment Judge Fowell  
Date **8 May 2025**

**JUDGMENT & REASONS SENT TO THE PARTIES ON  
Date 9 May 2025**

FOR THE TRIBUNAL OFFICE

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**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 Mr Chowdhury(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/>