



EMPLOYMENT TRIBUNALS

Claimant: Mr L Oyedele

Respondent: Cabinet Office

Heard at: Liverpool

On: 22 and 23 May 2025

Before: Employment Judge Aspinall

Representation:

Claimant: Ms Vanbergen

Respondent: Mr Ryan

JUDGMENT

The judgment of the Tribunal is:

1. The claimant's complaint of constructive unfair dismissal is well founded and succeeds.
2. The respondent sought to impose a probationary period on him. This was conduct which, without reasonable and proper cause, seriously damaged the relationship of trust and confidence between him and his employer, such that he was entitled to treat himself as dismissed.

Approved for promulgation by
Employment Judge Aspinall

Date: 23 May 2025

JUDGMENT SENT TO THE PARTIES ON
Date: 13 June 2025

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FOR THE TRIBUNAL OFFICE

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 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/>