



EMPLOYMENT TRIBUNALS

Claimant: Mr K Semple

Respondent: NHS Business Services Authority

Heard at: London South

On: 18 &19/12/2025

Before: Employment Judge McLaren

Representation

Claimant: In Person

Respondent: Mr R Fitzpatrick, Counsel

JUDGMENT

- 1.The claim for breach of contract is dismissed upon withdrawal by the claimant.
2. The claim for indirect discrimination on the grounds of race is dismissed upon withdrawal by the claimant.
3. The claim for failure to consult under The Transfer of Undertakings (Protection of Employment) Regulations 2006 was brought more than three months after the date on which the transfer was completed and it was reasonably practicable for the claim to have been brought within that time. The claim is dismissed because the tribunal has no jurisdiction to hear it.
- 4.The claim for breach of the protection provided by the Transfer of Undertakings (Protection of Employment Regulations) 2006 is dismissed. There was no relevant transfer.
- 5.All claims for sex discrimination are dismissed. The claimant's complaint is that his treatment, other than pay, is because of both the protected characteristics of age and/or race. The claimant did not bring any complaint that his treatment (other than pay) was because of his gender.
- 6.The claim for equal pay on the basis of like work is not well founded and does not succeed.

Employment Judge **McLaren**

19.12.25

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/>