



EMPLOYMENT TRIBUNALS

Claimant: Mr A Parhiar

Respondent: BrightHR Limited

Heard at: Manchester Employment Tribunal

On: 5 December 2025

Before: Employment Judge Dunlop

Representation

Claimant: In person

Respondent: Mr R Katz (Solicitor Advocate)

JUDGMENT

1. The claimant's complaint of wrongful dismissal is not well-founded.
2. The claim is dismissed.

Approved by Employment Judge Dunlop

Date: 5 December 2025

SENT TO THE PARTIES ON

2 February 2026

FOR EMPLOYMENT TRIBUNALS

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/>