



EMPLOYMENT TRIBUNALS

Claimant: Mr M Tahir Bhatti

Respondent: GMB

Heard at: Watford Employment Tribunal
On: 10 April 2026

Before: Employment Judge Young
Non legal members: Ms J Hancock
Ms A Telfer

Representation

Claimant: Litigant in person
Respondent: Mr Nicholas Bidnell-Edwards (Counsel)
Interpreter: Muazzam Ali Khan (Urdu)

COSTS JUDGMENT

The Respondent's application for costs fails and is dismissed.

Approved by:

Employment Judge Young

Dated 10 April 2026

JUDGMENT SENT TO THE PARTIES ON

18 May 2026

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.

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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/>