



EMPLOYMENT TRIBUNALS

Claimant: Mr M B Kakimpa
Respondent: Element Digital Engineering Limited
Heard at: Nottingham
Heard on: 1 & 2 December 2025
3 & 4 June 2026
Before: Employment Judge V Butler (sitting alone)
Appearances:
Claimant: Mr K Harris, Counsel
Respondent: Mr T Wilkinson, Counsel

JUDGMENT

1. The Claimant's claim of unfair dismissal fails and is dismissed.

Approved by:
Employment Judge V Butler

Date: 4 June 2026

JUDGMENT SENT TO THE PARTIES ON

09/06/2026

J. Woolley
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 full 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.

Recordings 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/>