



EMPLOYMENT TRIBUNALS

Claimant: Mr N Bookless

Respondent: (1) Ministry of Defence
(2) Mr Nicholas Carter
(3) Mr Oliver Corbett
(4) Mr David Carter
(5) Nimbus Digital and Technology Innovations Limited
(6) Mr James Heath
(7) ~~Ms Niamh Murray~~
(8) ~~Mr Michael Lunden~~
(9) Mr Anthony Talbot Steven
(10) Paystream My Max 3 Limited

RECORD OF A PRELIMINARY HEARING

Heard at: Bristol **On:** 16 and 17 June 2026

Before: Employment Judge Beever

Appearances

For the Claimant: In person
For the Respondents: R1-R4: Simon Tibbits, counsel
R5-R6: Nigel Grundy, counsel
R9: in person
R10: Helen Bennett, in house representative

JUDGMENT

1. The complaint of detriment against R1-R4 relating to an unsolicited email received by the Claimant on 12 February 2025 [identified as detriment (e) in the Agreed List of Issues, dated 14 January 2026] is struck out.

2. The complaint of detriment against R9 relating to R9 from around 12 December 2025 determined to mislead R1-R6 [identified as detriment (j) in the Agreed List of Issues, dated 14 January 2026] is struck out.

EMPLOYMENT JUDGE BEEVER

SIGNED BY EMPLOYMENT JUDGE ON

29 June 2026

SENT TO THE PARTIES ON

15 July 2026

FOR THE TRIBUNAL OFFICE

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.

Oral reasons were given on 17 June 2026 and the parties are reminded of Rule 60(4) of the Employment Tribunal Procedure Rules 2024 regarding written reasons not being produced unless requested in accordance with Rule 60(4).