



EMPLOYMENT TRIBUNALS

Claimant: Mr M Paradza

Respondent: Openreach Limited

Heard at: Midlands West Employment Tribunal (via CVP)
On: 17 and 18 September 2026

Before: Employment Judge Noons

Appearances

For the claimant: in person

For the respondent: Ms Jervis – inhouse advocate

JUDGMENT

It is the decision of the Employment Tribunal that:

1. The claimant was fairly dismissed and his claim for unfair dismissal fails.

Employment Judge Noons

DATED 18 September 2026