



EMPLOYMENT TRIBUNALS

Claimant: Miss L James

Respondents: (1) BioTalent Ltd
(2) Investigo Ltd

Heard at: East London Tribunal Hearing Centre (by CVP)

On: 16 and 17 July 2026

Before: Employment Judge Smyth

Representation

Claimant: Dr S Joseph, Counsel

Respondents: Mr S Bains, HR Manager

JUDGMENT

1. The claim of constructive unfair dismissal is dismissed;
2. The claim for wrongful dismissal / notice pay is dismissed; and
3. The claim for breach of contract is dismissed.

Approved by:
Employment Judge Smyth
Dated: 17 July 2026

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/