



EMPLOYMENT TRIBUNALS

Claimant: Mr Inokoba & Others

Respondent: Mitie Limited

HELD AT: London South (in person) **ON:** 5–8 October 2026

BEFORE: Employment Judge Hart, Oates-Hinds and Ms Gibbs

REPRESENTATION:

Claimant: Mr Inokoba (lay representative)

Respondent: Mr Carter (counsel)

JUDGMENT

The Judgment of the Tribunal is that:

1. The claims of the Claimants in Schedule 1 are dismissed due to lack of jurisdiction, their claims having not been submitted in time.
2. The claims of the remaining Claimants in Schedule 2, for unlawful deduction of wages are not well funded and are dismissed
3. Mr Inokoba's claim for whistleblowing detriment is not well-founded and is dismissed.

This judgment has been approved by:
Employment Judge Hart
Date: 8 October 2026

Sent to the parties on:
Date: 14 October 2026

Note

Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request for either summary reasons or full reasons 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 the claimant requests written summary reasons then the Tribunal may, if it considers it appropriate to do so, provide written full reasons.

Public access to employment tribunal decisions

Judgments and written 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.

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/>

Claimants to list in schedule 1:

- Moses Ladipo
- Gertrude Owusu
- Vincent Oduro
- Bibi Hyderkhan
- Djoute Koulia
- Patrick Brown
- Julien Fielding
- Christiana Osagie
- Susan Smith
- Ann-Marie Bent
- Rosaria Encarnacao
- Comfort Anani
- Magda Gillan
- Rekiat Hammed
- Jennifer Meikle
- Patrick J Ojo
- Comfort Olu Rotimi
- Priscilla-Hook Veeraragoo
- Shelly-Ann Lewis
- Anna Walczyk
- Thayasothy Kaileswaran
- Marie Sea

Claimants to list in Schedule 2:

- Ebiakpo John Inokoba
- Ms Marriana Enachi
- Ms Millicent Ford
- Mr Balasekaram Veerakathi
- Ms Tracy Francis
- Joseph Olieze
- Zeneita Lilly
- Gloria Adjei
- Douglas Olivera
- Eric Nyankson
- Mosumola Owolabi
- Mary Seshie
- Lorna Blackwood
- Elizabeth Rohden
- Bea Angeline Degre

- Afia Dansoa Aboagye
- Samuel Igiebor
- Vrneek Burell
- Augustine Asare
- Francis Dwum
- Prince Sackey
- Marlene Osborne
- Sandra Kresla
- Mary Gorman
- Tomasz Kubica
- Ruth Agyei
- George Obeng
- Japheth Jame Riley