EMPLOYMENT TRIBUNALS

Claimant: Nadeem Ghumra

Respondent: Rexel Uk Ltd

FINAL HEARING

Heard at: **Midlands West Employment Tribunal**

On: 27th & 28thAugust 2026 for hearing (by Cloud Video Platform)
30th October 2026 for Judgment (by Cloud Video Platform)

Before: Employment Judge Gidney (Sitting alone)

Appearances

For the Claimant: Mr Nadeem Ghumra (in person)

For the Respondent: Mr Douglas Leach (Counsel)

JUDGMENT

It is the Judgment of the Tribunal that:

1. The Claimant's claims of unfair dismissal pursuant to s98 Employment Rights Act 1996 is dismissed.

2. The Claimant's claim for a protective award pursuant to s188 of Trade Union and Labour Relations (Consolidation) Act 1992 is dismissed.

Judgment delivered orally and approved on 30th October 2026

Employment Judge Gidney

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

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

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/