



EMPLOYMENT TRIBUNALS

Claimant: Mr N Jones

Respondent: Colas Rail Limited

HELD AT: Manchester

ON: 20 October 2017

BEFORE: Employment Judge Horne

REPRESENTATION:

Claimant: Ms L Emery, solicitor

Respondent: Mr J Medhurst, solicitor

JUDGMENT AT PRELIMINARY HEARING

1. The whole of the conversation on 12 October 2016 between the claimant and Ms Smita Patel is admissible in evidence. The respondent's contention that the conversation was covered by "without prejudice" privilege is rejected.
2. This judgment does not affect the admissibility or otherwise of the conversation under section 111A of the Employment Rights Act 1996.

20 October 2017

Employment Judge Horne

SENT TO THE PARTIES ON

8 November 2017

FOR THE TRIBUNAL OFFICE