



EMPLOYMENT TRIBUNALS

Claimant: Mr S Graham

Respondent: Agilitas IT Solutions Limited

Heard at: Nottingham **On:** Thursday 30 November 2017

Before: Employment Judge Hutchinson (sitting alone)

Representation

Claimant: Ms H Gardiner of Counsel

Respondent: Mr T Shepherd of Counsel

JUDGMENT

The Employment Judge gave judgment as follows:-

1. I am satisfied that the discussions held on 12 August 2015 did not form the basis of any disciplinary allegations that led to the Claimant's dismissal.
2. The Respondent's by their conduct had not waived privilege in respect of the 12 August 2015 meeting.
3. The Respondent's did not rely on any part of the discussion by way of disciplinary allegations that led to the Claimant's dismissal and this did not amount to improper behaviour or conduct within the meaning of Section 111A Employment Rights Act 1996.

Employment Judge Hutchinson

Date: 04 December 2017

JUDGMENT SENT TO THE PARTIES ON

05 December 2017

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FOR THE TRIBUNAL OFFICE

Note

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.