



# EMPLOYMENT TRIBUNALS

**Claimant:** Harvinder Joshi  
**Respondent:** British Telecommunications plc (BT)  
**Heard at:** East London Hearing Centre  
**On:** 9 and 10 March 2023  
**Before:** Employment Judge G. King

## Representation

**Claimant:** Ms A. Fadipe  
**Respondent:** Ms B. Mistry

# JUDGMENT

1. The Claimant was unfairly dismissed.
2. A *Polkey* deduction of 75% will be made to the compensatory award.
3. A remedy hearing is listed for 4 May 2023.
4. Remedy is to be assessed if not agreed. The parties should liaise to seek to agree remedy. If the parties agree remedy, they should notify the Tribunal forthwith so the hearing can be vacated.

**Employment Judge G. King**  
**Date: 10 March 2023**