



EMPLOYMENT TRIBUNALS

Claimant: Mr I Hashmi
Respondent: HSBC Group Management Services Limited
Heard at: East London Hearing Centre (by Cloud Video Platform)
On: 10 January 2022
Before: Employment Judge Gardiner

Representation

Claimant: In person
Respondent: Ms Diya Sen Gupta QC

CASE MANAGEMENT ORDERS

These Orders are made under the Employment Tribunal Rules 2013

1. By **28 February 2022**, the Claimant is to provide further information about his existing complaints to the Tribunal and to the Respondent in the following respects:
 - a. He is to identify the particular disclosures he says amount to protect disclosures, specifying:
 - i. the date of the disclosure;
 - ii. the format of the disclosure (whether orally, by email, by text or otherwise)
 - iii. to whom the disclosure was made;
 - iv. the information disclosed within the communication;
 - v. the respects in which the Claimant reasonably believed that the information disclosed was a qualifying disclosure, by identify the relevant subsections within Section 43B Employment Rights Act 1996.

- b. He is to identify the acts which he alleges amount to race discrimination, the persons carrying out those acts and the identity of any alleged actual comparators;
 - c. He is to identify the acts which he alleges amount to age discrimination, the persons carrying out those acts and the identity of any alleged actual comparators;
 - d. He is to specify the nature of the Claimant's disability;
 - e. He is to specify the type(s) of disability discrimination claim being pursued, providing the dates of the alleged detriments and the respects in which it is said that they amounted to disability discrimination.
2. By **28 February 2022**, if the Claimant intends to advance any complaints not included within the original Claim Form he is to apply to the Tribunal (with a copy to the Respondent) for an amendment to add those complaints. Such an application must clearly identify the particular additional complaints he wishes to advance.
 3. The time limit for the Respondent to present its Response to the Claim Form is extended until **31 March 2022**.
 4. By **31 March 2022**, the Respondent is to indicate to the Claimant and to the Tribunal whether it is applying for some or all of the Claimant's complaints to be struck out as having no reasonable prospect of success, or to be the subject of a deposit order as having little reasonable prospect of success.
 5. The parties are to discuss and attempt to agree a list of issues, which is to be sent by the Respondent to the Tribunal by **29 April 2022**.
 6. There will be a Preliminary Hearing on **20 June 2022** by Cloud Video Platform starting at 10am to finalise the issues, to give case management directions and to list the Final Hearing. The time estimate for the hearing is 1 day. At present this hearing will be conducted in private. If the Respondent applies for a strike out or deposit order and if an Employment Judge so orders then it will be converted to an Open Preliminary Hearing to consider whether to strike out any of the Claimant's complaints or whether to make the right to continue the complaints conditional on the Claimant paying a deposit in respect of that complaint.

Under Rule 30, a case management order may be varied, suspended or set aside where that is necessary in the interests of justice.

Employment Judge Gardiner

10 January 2022