



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Lamb

**Respondent:** Talk Talk Group Ltd

**Heard at:** Manchester (by CVP video)

**On:** 18-19 December 2024

**Before:** Employment Judge Parkin

**Representation**

Claimant: In person

Respondent: Mr K McNerney, Counsel

## JUDGMENT

**The Judgment of the Tribunal is** that the claimant was fairly dismissed and his unfair dismissal claim is dismissed.

Employment Judge Parkin

Date: 19 December 2024

JUDGMENT SENT TO THE PARTIES ON  
2 January 2025

FOR THE TRIBUNAL OFFICE

**Notes**

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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>