



EMPLOYMENT TRIBUNALS

Claimant: Mr N Farjani
Respondent: Denave Europe Limited
Heard at: Reading **On: 15 January 2020**
Before: Employment Judge Gumbiti-Zimuto

Appearances

For the Claimant: Mr A James (Lay Representative)
For the Respondent: Mrs S Malhotra (VP Global HR)

JUDGMENT

1. The respondent's application to enter a response out of time is refused. The respondent is given permission to participate in the remedy hearing by calling evidence and cross examination of the claimant.
2. The claimant was unfairly dismissed contrary to section 104(1)(b) (read together with section 104(4)(d) Working Time Regulations 1998).
3. The respondent is ordered to pay to the claimant a compensatory award for unfair dismissal in the sum of £1,200.
4. The respondent failed to pay the claimant in lieu of entitlement to annual leave. The respondent is ordered to pay to the claimant the sum of £330.00.

Employment Judge Gumbiti-Zimuto
Date:15.01.2020.....
Sent to the parties on:
03.02.2020

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For the Tribunals 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.

Public access to employment tribunal decisions:

All judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.