



EMPLOYMENT TRIBUNALS

Claimant: Mr Mustafa Najjar

Respondent: Henry Construction Projects Limited

Heard at: Watford Hearing Centre (by cloud video platform)

On: 22 September 2022

Before: Employment Judge Tobin

Representation

Claimant: In person

Respondent: Did not attend

JUDGMENT

This has been a remote hearing for which there has been no objection received from the parties. The form of remote hearing was by a video hearing through HMCTS Cloud Video Platform. A face-to-face hearing was not held because the relevant matters could be determined in a remote hearing.

The Judgment of the Employment Tribunal is that:

1. The Employment Tribunal does not have jurisdiction to determine the claimant's personal injury claim arising from his workplace accident on 24 November 2017.
2. The claimant's claim of direct discrimination on the grounds of his disability, pursuant to s13 Equality Act 2010, has no merit and is dismissed. In addition, this claim was presented outside of the time limit contained in s123 Equality Act 2010 and, having considered the circumstances, it was not just and equitable to extend time for bringing this complaint.

3. Proceedings are now dismissed.

Employment Judge Tobin
Dated: 22 September 2022
JUDGMENT SENT TO THE PARTIES ON

29 September 2022

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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.

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.