



EMPLOYMENT TRIBUNALS

Claimant: Mr. M Ali

Respondents: (1) Cordant Cleaning Limited
(2) Bidvest Noonan (UK) Limited

Heard at: East London Hearing Centre (by CVP)

On: 6th and 15th June 2023

Before: Employment Judge J Bromige

Representation

Claimant: In Person (assisted by Ms Tabbaya, McKenzie Friend on 6th June and Mr Khan, Friend, on 15th June)

The Respondents: Ms. Rezaie (Counsel)

JUDGMENT

1. Upon the Claimant withdrawing his claims against the First Respondent, the claims against the First Respondent are dismissed.
2. The Claimant was not dismissed by the Second Respondent on 10th February 2022 or at all. The Claimant's claim for unfair dismissal against the Second Respondent is therefore not well founded and is dismissed.
3. In the alternative, the Claimant's claim for unfair dismissal was presented 65 days out of time. It would have been reasonably practicable for the Claimant to issue his claim within the limitation period.
4. Since there was no dismissal, the Claimant's claim for breach of contract (notice pay) against the Second Respondent are also dismissed.
5. The Claimant's claims against the Second Respondent under the Equality Act 2010 were presented 65 days out of time. There is no just and equitable reason to extend time under s.123(2)(b) EqA 2010 and therefore the EqA 2010 claims are dismissed.
6. The Claimant's conduct at the hearing on 6th June 2023 was unreasonable within the meaning of rule 76(1)(a) of the Employment

Case Number: 3204185/2022

Tribunal Rules of Procedure 2013. Having assessed the Second Respondent's costs at £2515.00 ex VAT, and taking into account the Claimant's means to pay under r.84, the Claimant is ordered to pay the Second Respondent's costs of £500 inc VAT.

Employment Judge J Bromige
Dated: 15th June 2023