



Case Number: 2207249/2018

# EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondents

Mrs C Sabau

Jon Adam Ltd

## JUDGMENT ON PRELIMINARY HEARING

HELD AT: London Central

ON: 11 July 2019

BEFORE: Employment Judge A M Snelson (sitting alone)

On hearing Mr M Sahu, counsel, on behalf of the Claimant and Ms S Staunton, counsel, on behalf of the Respondents, it is adjudged that the Claimant's complaints of unfair dismissal under the Employment Rights Act 1996, ss 100, 101A and 104 are struck out as having no reasonable prospect of success.

### OBSERVATIONS

1. Oral reasons were given for the decision on the striking-out application.
2. The advocates assured me that no further case management intervention was required of the Tribunal.
3. Ms Staunton told me that she anticipated instructions to pursue a costs application, in which case it would be presented in writing. I agreed with her that it would be fair to the Claimant (who did not attend the hearing) to proceed in that way if the Respondents gave such instructions.
4. If a paper application for costs is made, I will want to see a paper response on behalf of the Claimant. I will then decide whether to adjudicate on the matter or reserve it to the final hearing. We discussed the pros and cons of these alternatives.
5. Counsel agreed that in so far as a record of my oral decision might be needed for the purposes of any costs application, there should be no difficulty in them agreeing a note rather than making a formal request for

written reasons. (I place this on record entirely without prejudice to the unqualified right of either party to make such a request.)

6. Counsel also agreed that, given the narrowed scope of the case, the three-day allocation could safely be reduced to two. Accordingly, day three (8 August) will be deleted.

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EMPLOYMENT JUDGE SNELSON  
11 July 2019

**Judgment entered in the Register and copies sent to the parties on 15 July 2019**

..... for Office of the Tribunals