



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant** and **Respondent**

**Mr B Ibrahim**

**Vatan Catering Limited**

**Held at: Watford**

**On: 4 and 5 June 2019**

**Before: Employment Judge Smail**  
**Appearances**

**Claimant:** Mr F Jaffier (Advocate)  
**Respondent:** Mr A Watson (Counsel)

## JUDGMENT

1. The claimant's claim of wrongful dismissal (for notice pay) is dismissed.
2. The claimant was procedurally unfairly dismissed.
3. There was an 80% chance that the claimant would have been fairly dismissed if the procedural unfairness had been cured.
4. The claimant contributed 100% to his own dismissal.
5. It is not just and equitable to compensate the claimant.

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Employment Judge Smail  
17/7/19

South East Region

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Judgment sent to the parties on

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