



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A E Lagha

**Respondent:** Smart Systems Limited

**Heard at:** Bristol **On:** 23 September 2019

**Before:** Employment Judge O'Rourke  
**Members:** Mr Howard  
Ms Luscombe-Watts

**Representation:**

**Claimant:** In Person  
**Respondent:** Mr Roberts - counsel

## JUDGMENT

1. The Claimant's claim of automatic unfair dismissal, subject to s.100(1)(e) of the Employment Rights Act 1996, fails and is dismissed.
2. The Claimant is ordered to pay the Respondent's costs, in the sum of £7,855.

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Employment Judge C H O'Rourke

Date: 23 September 2019