



# EMPLOYMENT TRIBUNALS

## Claimant

## Respondent

Mr H Erguven

v

Avara (Faccenda) Foods Limited

**Heard at:** Cambridge

**On:** 21, 22, 23 and 24 January 2020

**Before:** Employment Judge Ord

**Members:** Mr C Davie and Mr T Chinnery

## Appearances

**For the Claimant:** Mr A Smith, Counsel (FRU)

**For the Respondent:** Ms A Esmail, Solicitor

**Interpreter:** Ms S Butcher, Turkish speaking interpreter

## JUDGMENT

It is the unanimous decision of the Employment Tribunal that:

1. The Claimant does not have sufficient qualifying service to bring a claim for unfair dismissal; that complaint is dismissed for want of jurisdiction.
2. The Claimant's complaints that he was automatically unfairly dismissed are not well founded.
3. The Claimant's complaints that he was the victim of unlawful discrimination on the ground of either his race or religion, were presented out of time. It is not just and equitable to extend time. Accordingly, the claim is dismissed.

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Employment Judge Ord

Date: 5 February 2020

Sent to the parties on: ...17/02/2020

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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.