



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Almeida

**Respondent:** Al Arez Ltd

**Heard via Cloud Video Platform**

**On:** 9 February 2021

**Before:** Employment Judge Davidson

## Representation

**Claimant:** Mr G Vieira, representative

**Respondent:** Mr M Khalil, owner

# JUDGMENT

The claimant's complaints of unfair dismissal, redundancy payment, notice pay and furlough pay fail and are hereby dismissed.

Employment Judge Davidson

Date 9 February 2021

JUDGMENT SENT TO THE PARTIES ON

16 February 2021

.....  
FOR EMPLOYMENT TRIBUNALS

## Notes

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions: Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

CVP hearing

1. The hearing was a remote public hearing, conducted using the cloud video platform (CVP) under rule 46. The parties agreed to the hearing being conducted in this way.
2. The parties were able to hear what the tribunal heard and see the witnesses as seen by the tribunal. From a technical perspective, there were no difficulties.
3. The participants were told that it was an offence to record the proceedings.
4. Evidence was heard from the claimant, Giovanni Vieira, Mahamad Khalil and Mohamad Aladher.
5. I was satisfied that none of the witnesses was being coached or assisted by any unseen third party while giving their evidence.