



EMPLOYMENT TRIBUNALS

Claimant: Mr Ahmed Basultan
Respondent: Avalon Cleaning Systems Limited
Heard at: Watford Hearing Centre (by video)
On: 17 & 18 August 2021
Before: Employment Judge G Tobin

Representation

Claimant: Mr A Salim (claimant's friend)
Respondent: Mr J Munro (solicitor)

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was by a video hearing through Cloud Video Platform (wholly remote). A face-to-face hearing was not held because the relevant matters could be determined in a remote hearing.

JUDGMENT

The Judgment of the Employment Tribunal is that:

1. The claimant was constructively unfairly dismissed pursuant to section 95(1)(c) Employment Rights Act 1996.
2. The claimant was not constructively dismissed in breach of regulation 7(1) Transfer of Undertakings (Protection of Employment) Regulations 2006.
3. The parties having agreed settlement, the case is stayed until 9 September 2021, to enable the settlement to be implemented. If the claimant or the respondent do not write to the Employment Tribunal on or before 8 September 2021 to indicate otherwise then the case shall be treated as being concluded.

Employment Judge Tobin
Date: 18 August 2021

JUDGMENT SENT TO THE PARTIES ON

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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.

Public access to Employment Tribunal decisions

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