



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr I Mussa  
**Respondent:** Al-Khair Foundation  
**On:** 4 February 2022  
**Before:** Employment Judge Ahmed (sitting alone)  
**At:** Leicester (via CVP)

## Representation

**Claimant:** In person  
**Respondent:** Ms Kulwinder Gill (Solicitor) Peninsula (audio only)

## JUDGMENT

The Judgment of the Tribunal is that:

1. The complaints of 'ordinary' unfair dismissal, unfair dismissal for having made a protected disclosure, unfair dismissal for health and safety reasons, suffering a detriment for having made a protected disclosure and an unlawful deduction of wages were all presented out of time. It was reasonably practicable to present them in time. All those complaints are therefore struck out.
2. The issue of whether the complaints of disability discrimination and victimisation were presented out of time shall be determined at a Preliminary Hearing along with the issue of whether the Claimant was a disabled person on 25 and 26 July 2022.
3. The full merits hearing on 25 – 27 July 2022 is cancelled.
4. Case management orders in respect of the Preliminary Hearing are given separately.

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Employment Judge Ahmed

Date: 4 February 2022

**Covid-19 Note: This has been a remote hearing by video which has not objected to by the parties. The form of remote hearing was by telephone. A face to face hearing was not held because it was not practicable due to the Covid-19 Pandemic and all issues could be determined in a remote hearing.**

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.

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