



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4102288/2022

Mr U Punnuri

Claimant

AKS Shawlands Ltd

First Respondent

Muhammad Shahzad

Second Respondent

AKS Victoria Limited

Third Respondent

VenturaOne (a partnership)

Fourth Respondent

JUDGMENT

Rule 21 of the Employment Tribunal Rules of Procedure 2013

1. The judgment of the Employment Tribunal is that the claimant's complaints of
 - (a) constructive unfair dismissal
 - (b) subjection to a detriment for having made a public interest disclosure
 - (c) discrimination because of race
 - (d) discrimination because of religious belief
 - (e) discrimination because of age
 - (f) unpaid wages
 - (g) unpaid holiday pay

succeed against the first respondent AKS Shawlands Ltd and the third respondent AKS Victoria Ltd.

2. The judgment of the Employment Tribunal is that the claimant's complaints of

- (a) subjection to a detriment for having made a public interest disclosure
- (b) discrimination because of race
- (c) discrimination because of religious belief
- (d) discrimination because of age

succeed against the second respondent Muhammad Shahzad.

3. The remedy to which the claimant is entitled will be determined at a further hearing, as will the jurisdictional time limit issues that arise in relation to parts of some of the above claims.

REASONS

1. A copy of the claim form setting out the claimant`s complaints was sent to the first respondent AKS Shawlands Ltd on 29 April 2022, the second respondent Muhammad Shahzad on 10 October 2022 and third respondents AKS Victoria Ltd on 10 October 2022.
2. In accordance with the terms of Rule 16 of the Rules to be found in Schedule 1 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 the respondents were required to enter their responses within twenty eight days of the date on which a copy of the claim was sent to them, but failed to do so.
3. The Employment Judge decided that on the available material a determination could properly be made without a hearing as to the liability of the respondents for the claims but not in respect of remedy.
4. Some of the claims are, in part, potentially affected by jurisdictional time limit issues. Those issues will be determined at a separate hearing. The remedy to which the claimant is entitled will also be determined at a subsequent hearing.

Employment Judge: M Whitcombe
Date of Judgment: 15 December 2022
Entered in register: 15 December 2022
and copied to parties