



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms K Rutherford

**Respondent:** Baber Khan

**On:** 07 July 2023

**At:** Newcastle Employment Tribunal

**Before:** Employment Judge Sweeney

**Appearances**

**For the Claimant, John Ratledge, counsel**

**For the Respondent, No appearance**

## JUDGMENT ON LIABILITY

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim of ordinary unfair dismissal (section 98(4) ERA 1996) is well founded and succeeds.
2. The claim of wrongful dismissal is well founded and succeeds.
3. At the time proceedings were begun the Respondent was in breach of his obligation to give a statement of initial particulars and statement of change under section 1 and 4 ERA 1996.
4. The question of remedy and liability in respect of complaints of detriment (section 48 ERA 1996) and automatically unfair dismissal (section 103A) shall be determined at a Final Hearing on 20 September 2023.

Employment Judge Sweeney

Date: 7 July 2023