



EMPLOYMENT TRIBUNALS

Claimant: Mr M S Ayooob

Respondent: Amanat Charity Trust (trading as Ummah Welfare Trust)

BEFORE: Employment Judge Johnson

DATE: 21 July 2023

UPON APPLICATION made by email dated 11 April 2023 by the claimant to reconsider the judgment dated **21 March 2023** and the Tribunal having granted the claimant an extension of time to make this application on 16 May 2023.

And, having considered the claimant's grounds for making the application on 11 April 2023 and the respondent's comments sent on 30 May 2023, the interests of justice do not require a hearing.

Accordingly, the judgment dated 21 March 2023 is reconsidered under rule 71 and 72 of the Employment Tribunals Rules of Procedure 2013, and without a hearing.

JUDGMENT

1. The judgment is confirmed.
2. The Tribunal clearly set out in the judgment its reasons for finding that the complaints of unfair dismissal and wrongful dismissal/notice pay were not well founded and were unsuccessful.
3. The claimant's application appears to be based upon his criticism of the findings of fact made by the Tribunal in reaching its judgment. In particular some of the issues raised appear to be connected with the change of job role, Foreign and Commonwealth Office advice during 2020 when the Covid pandemic was at its height and the way in which the investigation was carried out by the respondents.
4. The claimant is reminded of particular sections of the findings of fact contained in the judgment (below). However, the findings of fact should be

read as a whole and also taking into account the law and the discussions/conclusion that arose thereafter.

5. Paragraphs 26 to 30 explained the change of the claimant's role from Field Officer to Regional Desk Manager in 2018 and the expectation that in both of these roles, there would be an expectation to travel overseas to areas where aid was being distributed.
6. Paragraphs 31 to 39 deal with findings of fact relating to the impact of Covid 19 upon the claimant's role and that the Foreign and Commonwealth Office advice at the time did not forbid travel overseas to the relevant countries in question.
7. Paragraphs 54 to 68 deal with the disciplinary process including the investigation and the decision to dismiss.
8. Accordingly, the Tribunal made findings of fact based upon the evidence before it.
9. In relation to the decision to dismiss and whether it was fair or not, the Tribunal applied the principles arising from section 98 Employment Rights Act 1996 and considered the particular circumstances arising from this case when determining the question of fairness.
10. Consequently, there is no reasonable prospect of the judgment being varied or revoked. Accordingly, the application is refused.

Employment Judge Johnson
24 July 2023

JUDGMENT SENT TO THE PARTIES ON

31 July 2023

FOR THE TRIBUNAL OFFICE