



EMPLOYMENT TRIBUNALS

Claimant: Mr M Razzaq

Respondent: The Secretary of State for Justice

Heard at: (in private; by telephone)

On: 26 September 2023

Before: Employment Judge Daniels

Appearances:

For the claimant: In person

For the respondent: Mr S Tibbitts (Counsel)

JUDGMENT

1. The following claims are dismissed upon withdrawal by the claimant at the Preliminary Hearing (or are accepted by the claimant as already covered by other particulars/allegations and so are not pursued further):

Case no: 3305321/2020,

1.1 The respondent allegedly spreading rumours about the claimant (see para 3.1.10 R draft list of issues, para 1.1 of C's Further Particulars]

Case No: 3302419/2022

1.2 Breach of contract with regard to any alleged change from a 37 to 39 hour week (para 10 R's draft List of Issues)

1.3 Failing to allow C time off for PTSD and other physical issues (para 11.2.4 R's List of Issues)

1.4 Extending the C's probation on 15 October 2019, (para 5 Particulars):

1.5 Refusing the C's sick leave excusal application (para 14 Particulars).

1.6 Not making adjustments by leaving C's annual leave in limbo (17.3.1 of R's draft List of Issues);

1.7 All holiday pay claims;

Case No: 1804471/2022

1.8 Unfair dismissal (constructive dismissal-as employment has not ended);

1.9 All holiday claims in claim 3;

1.10 Further, any other alleged detriments and claims not now listed in the Draft List of Issues enclosed are dismissed and the claims now detailed in the enclosed List of Issues are for the avoidance of doubt the entirety of the remaining claims and no other claims may proceed.

Notes:

- 2 All judgments (apart from judgments under Rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.
- 3 There is information about Employment Tribunal procedures, including case management and preparation, compensation for injury to feelings, and pension loss, here:
<https://www.judiciary.uk/publications/employment-rules-and-legislation-practice-directions/>
- 4 The Employment Tribunals Rules of Procedure are here:
<https://www.gov.uk/government/publications/employment-tribunal-procedure-rules>
- 5 You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here:
<https://www.gov.uk/appeal-employment-appeal-tribunal>

Date:6 October 2023

Employment Judge Daniels

Sent to the parties on:8/11/2023

For the Tribunal Office: N Gotecha