



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Derine

**Respondent:** MNK RE Ltd

**Heard at:** London Central Employment Tribunal (via CVP)  
**On:** 15<sup>th</sup> November 2023

**Before:** Employment Judge Singh

## Representation

**Claimant:** In-person

**Respondent:** Mr L Fakunle (Legal advisor)

# JUDGMENT

1. The Claimant's claims for Harassment on the grounds of race, under the Equality Act 2010 are struck out on the basis that they are outside the Tribunal's jurisdiction, in that they are beyond the territorial reach of that statute.
2. The Claimant's claims for Detriment because of Protected Disclosure (47B), Automatic Unfair Dismissal (103A) and Unlawful Deduction from Wages under the Employment Rights Act 1996 are struck out on the basis that they are outside the Tribunal's jurisdiction, in that they are beyond the territorial reach of that statute.
3. The Claimant's claim for breach of contract (notice pay) is struck out on the grounds that the more appropriate forum for that claim to be pursued is the courts of the United Arab Emirates

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Employment Judge **Singh**

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Date 27/11/2023

JUDGMENT & REASONS SENT TO THE PARTIES ON  
27/11/2023.

FOR THE TRIBUNAL OFFICE

**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.*