



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Sujith Manuel

**Respondent:** Netduma Limited

## RECORD of a PRELIMINARY HEARING

**Heard at:** Cambridge (in person)

**On:** 14 December 2023

**Before:** Employment Judge M Ord (sitting alone)

### Appearances

For the Claimant: In person

For the Respondent: Mr F Morton, Counsel

## COSTS ORDER

1. The Claimant is Ordered to pay to the Respondent the sum of **£1,250** by way of Costs Order in relation to his unreasonable conduct and his failure to comply with the Orders of Employment Judge M Warren, which led to the Hearing before Employment Judge Forde on 25 August 2023 being ineffective.
2. Payment is to be made **within 28 days** of the date on which this Order is sent out to the parties.

### Other Matters

3. The attention of the parties is drawn to the Presidential Guidance on 'General Case Management', which can be found at:  
[www.judiciary.gov.uk/publications/employment-rules-and-legislation-practice-directions/](http://www.judiciary.gov.uk/publications/employment-rules-and-legislation-practice-directions/)
4. The parties are reminded of rule 92: "*Where a party sends a communication to the Tribunal (except an application under rule 32) it shall send a copy to all other parties, and state that it has done so (by use of "cc" or otherwise) ...*" **If,**

**when writing to the Tribunal, the parties do not comply with this rule, the Tribunal may decide not to consider what they have written.**

5. The parties are also reminded of their obligation under rule 2 to assist the Tribunal to further the overriding objective and in particular to co-operate generally with other parties and with the Tribunal.
6. If the Tribunal determines that the Respondent has breached any of the Claimant's rights to which the claim relates, it may decide whether there were any aggravating features to the breach and, if so, whether to impose a financial penalty and in what sum, in accordance with section 12A Employment Tribunals Act 1996.
7. **Complaints and Issues**  
The parties must inform each other and the Tribunal in writing **within 14 days of the date this is sent to them**, providing full details, if what is set out in the Case Management Summary section above about the case and the issues that arise is inaccurate and / or incomplete in any important way.
8. **Public access to Employment Tribunal decisions**  
All Judgments and Reasons for the Judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.
9. **Under rule 6, if any of the above Orders is not complied with, the Tribunal may take such action as it considers just which may include: (a) waiving or varying the requirement; (b) striking out the claim or the response, in whole or in part, in accordance with rule 37; (c) barring or restricting a party's participation in the proceedings; and/or (d) awarding costs in accordance with rule 74-84.**

3 January 2024

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**Employment Judge M Ord**

Sent to the parties on:

22/01/2024

For the Tribunal: