



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Mohammad Haashim Ali

**Respondent:** Ilke Homes Limited (in administration)

**Heard by** CVP (remote video link) **On:** 24 January 2024

**Before:** Employment Judge D N Jones

## REPRESENTATION:

**Claimant:** Mr Imran Rehman, trade union representative

**Respondent:** Not in attendance

# JUDGMENT

The respondent's administrators having given consent for the case to proceed and having stated they do not contest the claim and the claimant having provided clarification of his claim at a preliminary hearing on 24 January 2024, Judgment is entered under rule 21 without the requirement for a final hearing, as follows:

1. The complaint that the respondent did not permit the claimant to be accompanied at a disciplinary hearing contrary to section 10 of the Employment Relations Act 1999 is well founded.
2. The respondent shall pay to the claimant the sum of £504.80 in compensation, being one week's pay for the infringement.

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Employment Judge D N Jones

Date 24 January 2024

JUDGMENT SENT TO THE PARTIES ON

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employmenttribunal-decisions](http://www.gov.uk/employmenttribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practicedirections/>