



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms S Kausar and others (see Schedule)

**Respondent:** Shans Supermarkets Limited

**Heard at:** Leeds      **On:** 7 to 10 May 2024 inclusive

**Before:** Employment Judge Cox

**Representation:**

**Claimant Mrs Begum:** Did not attend and was not represented

**Claimant Mr N Ali:** Did not attend and was not represented

**Other Claimants:** Mr Dunn, barrister

**Respondent:** Mr Robinson, solicitor

## JUDGMENT

1. The claims of Mrs R Begum and Mr N Ali are dismissed in their entirety under Rule 47 of the Tribunal's Rules of Procedure, these Claimants having failed to attend or be represented at the Hearing.
2. All claims for damages for failure to give notice of dismissal fail and are dismissed.
3. All claims for unpaid wages fail and are dismissed.
4. All claims for accrued holiday pay due on termination of employment fail and are dismissed.

5. Mrs S Fazal and Mrs I Javed were unfairly dismissed. The Tribunal makes no award of compensation.
6. All other claims of unfair dismissal fail and are dismissed.
7. The Claimants' application for paragraphs 3 and 5 of this decision to be reconsidered is refused on the ground that there is no reasonable prospect of the original decision being varied or revoked.

Employment Judge Cox

Date: 10 May 2024

Case Nos. 1803369/2023 and others  
(see Schedule)

Case Number	Case Name
1803369/2023	Shamim Kausar -v- Shans Supermarkets Limited
1803370/2023	Iffat Javed -v- Shan Supermarket Limited
1803371/2023	Safia Fazal -v- Shans Supermarkets Limited
1803372/2023	Misbah Iram -v- Shans Supermarkets Limited
1803373/2023	Mina Es-Said -v- Shans Supermarket Limited
1803374/2023	Sadia Sajid -v- Shans Supermarket Limited
1803375/2023	Anees Sharafat Ali -v- Shans Supermarket Limited
1803376/2023	Rukhsana Shan -v- Shans Supermarkets Limited
1803377/2023	Sarfraz Ali -v- Shans Supermarkets Ltd
1803379/2023	Nazakat Ali -v- Shans Supermarkets Ltd
1803286/2023	Sikander Ali Shan -v- Shans Supermarkets Ltd
2406641/2023	Rahima Begum -v- Shans Supermarkets Ltd