



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S. Sameni Fallah

**Respondent:** Outlier Ventures Operations Ltd

**Heard at: London Central Employment Tribunal (via CVP) On: 2<sup>nd</sup> February 2024**

**Before: Employment Judge Flanagan (Sitting Alone)**

## Representation

Claimant: Miss Beech (Counsel)

Respondent: Mr Williams (Solicitor)

# JUDGMENT

1. The Claimant's application for costs pursuant to Rule 76 of the Employment Tribunal Rules 2013 is well founded and succeeds.
2. The Tribunal exercises its discretion to award costs in principle to the Claimant stemming from the preparation and attendance at the Preliminary Hearing listed on the 2<sup>nd</sup> February 2024.
3. The Respondent acted unreasonably in only conceding the issue of disability on the 31<sup>st</sup> January 2024. The Respondent further acted unreasonably in its management of disclosure, requiring issues to be resolved at the Preliminary Hearing listed on the 2<sup>nd</sup> February 2024.
4. The Claimant is required to serve a Schedule of Costs, including a detailed breakdown of the costs incurred, on the Respondent and Tribunal, by the 9<sup>th</sup> February 2024.
5. The Respondent is to agree the Schedule of Costs, or to indicate which aspects are disputed, in writing to the Claimant and Tribunal, by the 16<sup>th</sup> February 2024.

6. Both parties are to write to the Tribunal explaining whether a Hearing is required to resolve the amount of costs to be awarded by the 23<sup>rd</sup> February 2024.
7. In the event that neither party objects, the Tribunal will determine the issue of costs on the papers on a date after the 23<sup>rd</sup> February 2024. If a Hearing is required, arrangements will be made for the matter to be determined at a Hearing after the 23<sup>rd</sup> February 2024.

Employment Judge **Flanagan**

Date 2<sup>nd</sup> February 2024

JUDGMENT SENT TO THE PARTIES ON

02/02/2024

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FOR THE TRIBUNAL OFFICE

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.

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