



EMPLOYMENT TRIBUNALS

Claimant: Mr M Raji

Respondent: Time4U Limited

Heard at: London South (by CVP) **On:** 25, 26 and 27 June 2024

Before: Employment Judge D Wright
Tribunal Member R Effeny
Tribunal Member M Cann

Appearances

For the claimant: In person

For the respondent: Ms J Fairclough-Haynes, Consultant.

JUDGMENT

1. The claimant was automatically unfairly dismissed under section 100(1)(e) Employment Rights Act 1996.
2. The claim of direct race discrimination is not well founded and is dismissed.
3. The complaint of breach of contract in relation to notice pay is well-founded.

REMEDY

4. The respondent to pay the claimant the sum of £1,807.58 (this sum having been calculated net of tax) in respect of the unpaid notice pay.
5. The respondent to pay the claimant the sum of £16,311.64 (this sum having been calculated net of tax) in respect of loss of earnings.
6. The claimant having been employed for less than a year at the time of dismissal, the basic award is nil.

Employment Judge D Wright
Date: 27 June 2024