



## EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Mr F Badsha**

**-v-**

**International Automotive Components Group Limited**

### JUDGMENT

1. The claimant does not have qualifying service to bring a claim of ordinary unfair dismissal. That complaint is dismissed.
2. For the avoidance of doubt the claimant's complaints that he was dismissed by virtue of having whistle-blown pursuant to s.103A Employment Rights Act 1996 or that his dismissal was an act of race discrimination shall proceed to trial.
3. The Tribunal does not have jurisdiction to hear the complaints the claimant listed in the agenda he lodged in advance of the case management hearing held on 28 November 2024. They shall be dismissed for want of jurisdiction.
4. The claim therefore now includes complaints of
  - 4.1 Whistleblowing detriment (s.47B Employment Rights Act 1996)
  - 4.2 Whistleblowing dismissal (s.103A Employment Rights Act 1996)
  - 4.3 direct race s.13 Equality Act 2010 ,
  - 4.4 indirect race discrimination s.19 Equality Act 2010 ,
  - 4.5 victimisation s.27 Equality Act 2010.
5. For the avoidance of doubt any other complaints are dismissed

signed electronically by me

**Employment Judge Perry**

Dated: Wednesday 4 December 2024