



# EMPLOYMENT TRIBUNALS

**Claimant**  
M Lamjafjaf

v

**Respondent**  
CBRE GWS

**Heard at:** Reading by CVP  
**Before:** Employment Judge W Anderson

**On:** 31 January 2025

## **Appearances**

**For the claimant:** In person

**For the respondent:** J Boyd (counsel)

## **JUDGMENT**

1. The claimant's claim of unfair dismissal is dismissed as the claimant had not been dismissed when the claim was filed, and the tribunal has no jurisdiction to hear a claim of unfair dismissal where there has not been a dismissal in accordance with s95 Employment Rights Act 1996.
2. The claimant's claims of protected disclosure detriment and unauthorised deductions from wages continue.

## **REASONS**

1. The claimant filed a claim on 24 April 2024 and one of his complaints was of unfair dismissal.
2. The claimant was dismissed on 27 June 2024. The claimant confirmed in his email to the tribunal dated 1 November 2024 that he had been dismissed in June 2024. He said in the hearing today that when he filed his claim he was expecting to be dismissed.

Approved by:

Employment Judge W Anderson

Date: 31 January 2025

Sent to the parties on: 21 February 2025

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For the Tribunal Office