



EMPLOYMENT TRIBUNALS

Claimant: Mr A Tchoudinov

Respondent: City Cruises Limited

Heard at: London South

On: 2 and 3 April 2025

Before: Employment Judge Heath

Representation

Claimant: In person

Respondent: Ms Opoku-Ababia (HR Manager)

JUDGMENT

1. The claimant's claim for unfair dismissal is dismissed as the tribunal does not have jurisdiction to consider it as the claimant does not have sufficient service under section 108 Employment Rights Act 1996.
2. The claimant's claim for notice pay succeeds to the extent that he was entitled under his contract of employment to 4 weeks' notice pay, but was only paid 1 week when the respondent terminated his contract. The respondent must pay to the claimant the agreed sum of £1499.40 in respect of this.¹
3. The claimant was not, at the relevant time, a disabled person as defined under section 6 Equality Act 2010. The claimant's claims for direct disability discrimination are therefore not well-founded and are dismissed.
4. In the alternative, if the claimant had been found to be disabled, the claims for direct disability discrimination are not well-founded and are dismissed.

Approved by:
Employment Judge Heath
Date: 3 April 2025

Sent to the parties on
Date: 4 April 2025

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be

¹ A notice pay claim is a breach of contract claim brought under the Employment Tribunals Extension of Jurisdiction Order 1994 which does not allow for awards of interest or other consequential loss.

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/