



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Z. Fabian

**Respondent:** SKF UK Ltd

**Heard at:** Bristol ET **On:** 8 and 9 April 2025

**Before:** **Employment Judge:** Mr G. King  
**Members:** Mrs S. Maidment  
Mr H. Adams

**Representation**

For the Claimant: Ms Millin – counsel  
For the Respondent: Mr Collier – solicitor

## JUDGMENT

1. The Claimant's claim of unfair dismissal is not well founded and is dismissed.
2. The Claimant's claim of discrimination on the grounds of religious belief is not well founded and is dismissed.

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Employment Judge G. King  
Date: 9 April 2025

JUDGMENT SENT TO THE PARTIES ON  
14 May 2025 By Mr J McCormick

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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](https://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>