



EMPLOYMENT TRIBUNALS

Claimant: O Sharif
Respondent: Bharti Global Limited

JUDGMENT

The claimant's application dated 13 December 2024 for reconsideration of the Judgment and Reasons sent to the parties on 13 December 2024 is refused.

REASONS

There is no reasonable prospect of the original decision being varied or revoked because the application contains no reasonable or valid grounds for reconsideration. Section 108 Employment Rights Act 1996 requires a claimant to have not less than two years' service to make an 'ordinary' unfair dismissal complaint. The claimant was employed by the respondent for less than two years. There was no ambiguity around the eligibility criteria for the claimant's claim. The claimant has also not demonstrated in the application that there was two years' service or s.108. The application is also out of time and there is no good reason to extend time in the interests of justice.

However, the claim that was struck out was for 'ordinary' unfair dismissal. Any claim made of automatic unfair dismissal under section 103A Employment Rights Act 1996, namely dismissal if the reason or principal reason for the dismissal is that the employee made a protected disclosure, is not affected by the Judgment dated 13 December 2024. The Judgment and Reasons expressly provide that they do not affect any other claim made by the claimant.

Approved by:
Employment Judge B Smith
13 June 2025

JUDGMENT SENT TO THE PARTIES ON

16 July 2025

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FOR THE TRIBUNAL OFFICE