



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Abdul Karim

**Respondent:** Secretary of State for Justice

**Heard at:** Watford Employment Tribunal

**On:** 29-30 April & 1 May 2025, 2 May 2025, 4-5 August 2025 (deliberations) and 6 August 2025

**Before:** Employment Judge Young

**Non-Legal Members:** J Hancock  
I Sood

## Representation

**Claimant:** Ms Kara Loraine (Counsel)

**Respondent:** Mr Richard McLean (Counsel)

# JUDGMENT

1. The Employment Tribunal had no jurisdiction to consider the Claimant's complaint of dismissal arising as a result of something as a consequence of disability.
2. The Claimant's complaint of discrimination arising from disability is not well-founded and is dismissed.
3. The Employment Tribunal has no jurisdiction to consider the Claimant's complaint of breach of contract.

Approved by:

**Employment Judge Young**

**6 August 2025**

JUDGMENT SENT TO THE PARTIES ON  
10 September 2025

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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. 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/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)