



EMPLOYMENT TRIBUNALS

Claimant: Mr J Sarfo

Respondent: Acclaimed Security Services Limited

Heard at: Leeds (by CVP)

On: 13 November 2024

Before: Employment Judge Deeley

REPRESENTATION:

Claimant: Represented himself

Respondent: Miss M Diouf (Litigation Executive)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant's complaint of automatically unfair dismissal and/or detriment related to a protected disclosure (whistleblowing) is dismissed on withdrawal by the claimant.
2. The claimant's complaint of ordinary unfair dismissal is struck out because the claimant does not have sufficient service under s108 of the Employment Rights Act 1996 to bring a complaint of unfair dismissal.
3. With the consent of the parties, the respondent will pay to the claimant £50 (gross) in relation to the claimant's complaint of unauthorised deductions from wages under s13 of the Employment Rights Act 1996.

NOTES

1. The claimant stated that he worked for the respondent on a self-employed basis from 14 June 2022, before entering into a contract of employment with the respondent from 22 June 2023. The claimant therefore had less than two years' service as an employee of the respondent when he was dismissed on 17 April 2024 (not 17 January 2024, as mistakenly stated in the claim form).

2. The claimant said that he had ticked the box for whistleblowing at Part 8.1 of the claim form by mistake and confirmed that he was not bringing a whistleblowing complaint.
3. Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.
4. **Public access to employment tribunal decisions:** Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Employment Judge Deeley

**Employment Judge Deeley
13 November 2024**