



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mr Abjol Hussain

AND

Respondent: Sainsbury's Supermarkets Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: London South (Croydon)
(by video link)

On: 20 and 21 November 2025

Case number: 6019164/2024

Before: Employment Judge M Da Costa

APPEARANCES:

Claimant: In person via video link - unrepresented

Respondent: Mr Amitpal Bachu of counsel for the respondent

JUDGMENT

The judgment of the Tribunal is as follows:

Complaint of unfair dismissal pursuant to section 111(1) Employment Rights Act 1996 contrary to section 94 of that Act

1. The claimant's claim for unfair dismissal is not well founded and is dismissed.
2. The respondent had a potentially fair reason to dismiss the claimant within section 98(2)(b) of the Act.
3. The respondent acted fairly in dismissing for that reason because the respondent acted reasonably in treating the reason as a sufficient reason for dismissing the claimant within the meaning of section 98(4) of that Act.

M Da Costa

**Employment Judge M Da Costa
28 November 2025**

Note

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.

Note - 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.