



EMPLOYMENT TRIBUNALS

Claimant: Mrs Zofia Mateja

Respondent: Forza Foods Limited

Heard at: Leeds

On: 8 January 2026

Before: Employment Judge D N Jones

REPRESENTATION:

Claimant: Mr E Okhiria, consultant

Respondent: Mr B Jangra, counsel

JUDGMENT

In the light of the authority of *Luton Borough Council v Haque* [2018] ICR 1388, the applications of the respondent to dismiss the complaints of unfair dismissal and a failure to allow the claimant the right to be accompanied at the disciplinary hearing at which she was dismissed, on the ground that both were presented out of time, are dismissed.

Approved by

Employment Judge D N Jones

Date: 8 January 2026

JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE

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