



EMPLOYMENT TRIBUNALS

Claimant: Sheraz Akram

Respondent: V&B Events Limited

JUDGMENT UNDER RULE 22

1. The respondent has failed to file an ET3 within the deadline and has not requested an extension of time to file the same.
2. Having considered the ET1 and attachment provided by the claimant, Employment Judge Joffe has decided that a determination of the claim can properly be made without a hearing and the Judgment of the Tribunal, made under rule 22 of the Employment Tribunals Procedure Rules 2024, is as set out below.
3. The claimant complains of unfair dismissal.
4. Section 108 of the Employment Rights Act 1996 requires a claimant to have not less than two years service to make an unfair dismissal complaint.
5. The claimant was employed by the respondent for less than two years.
6. Therefore the claimant is not entitled to bring such a complaint.
7. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out.
8. Accordingly, the complaint of unfair dismissal is struck out.

9. The claimant worked for the respondent from March 2024 to February 2025. The respondent has failed to pay wages for the claimant's work in December 2025 in the sum of £1140.38.
10. The respondent has failed to pay holiday pay (accrued but not taken) in the sum of £905.25.
11. The respondent failed to provide work for the claimant from mid-December to 4 February 2025 despite promising to do so, leaving the claimant unable to work elsewhere. He therefore lost earnings in the sum of £4000.00.
12. Accordingly, the respondent is ordered to pay the claimant **£6045.63** and to account to HMRC for any tax and NI due on this sum.

Employment Judge Joffe

Date: **15 January 2026**

Sent to the parties on:
15 January 2026

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For the Tribunal:

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