



EMPLOYMENT TRIBUNALS

Claimant: Mr D Marajh

Respondent: 3CHA Ltd

On: 3 June 2026

Before: Employment Judge Daniels

At: Watford Employment Tribunal (by CVP)

Appearances:

For claimant: In person

For respondent: Mr Tudor

JUDGMENT ON INTERIM RELIEF APPLICATION

1. Decision

The Tribunal finds, pursuant to section 129(1) Employment Rights Act 1996, that it is **likely** that the Claimant **will succeed** at the final hearing in establishing that the principal reason for dismissal was that the Claimant made a protected disclosure/protected disclosures.

2. Consideration of reinstatement and re-engagement

In accordance with section 129 ERA 1996 the Tribunal has considered whether it would be appropriate to order reinstatement or re-engagement and the Respondent has indicated that it is not willing to reinstate or re-engage the Claimant.

3. Continuation of employment order

Accordingly, pursuant to section 130 ERA 1996, the Tribunal orders the Claimant's contract of employment shall continue in force from the effective date of termination of 23 April 2026 until the determination or settlement of the complaint.

4. Financial provisions

(a) Arrears

The Respondent shall pay to the Claimant **£1302.12**, being the agreed sum the Claimant could reasonably have been expected to earn from that date to the date of the hearing on 3 June 2026.

(b) Ongoing payments

The Respondent shall pay to the Claimant from 3 June 2026: £39,500 gross per month, being the Claimant's salary and contractual benefits equivalent, such payments to be made:

- in accordance with the Claimant's normal contractual pay cycle; and
- continuing until determination or settlement of the proceedings.

(c) Benefits

For the purposes of this order normal contractual pension payments shall be included if any.

5. Effect of order

This order does not determine the merits of the substantive claim but it preserves the Claimant's contractual position pending final adjudication.

(Reasons were given orally at the hearing but written reasons shall follow.)

**Approved by Employment Judge
Daniels on 3 July 2026**

Sent to the parties on:

20 July 2026

For the Tribunal Office: