



EMPLOYMENT TRIBUNALS

Claimant: Mrs Shaheen Ghazanfar

Respondent: Kazper Restaurants Limited

Heard at: Norwich by CVP **On:** 3 & 4 August 2026

Before: Employment Judge M Warren

Representation

Claimant: Mr H Ali, (Claimant's son)

Respondent: Ms J Laxton, Counsel

JUDGMENT

The Claimant's claims of unfair dismissal, for holiday pay and for notice pay, (breach of contract) fail and are dismissed.

Approved by:

Employment Judge M Warren

4 August 2026

JUDGMENT SENT TO THE PARTIES ON

9 September 2026

FOR THE TRIBUNAL OFFICE

Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral

judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/