



EMPLOYMENT TRIBUNALS

Claimant: Mr A R Al Ghanim

Respondent: Domex Limited

Heard at: London South (by video)

On: 22 September 2026

Before: Employment Judge Evans

REPRESENTATION:

Claimant: in person

Respondent: Ms J Letts, CILEX

JUDGMENT

1. The claimant's application to amend to add a complaint of direct race discrimination and a complaint that his dismissal was "automatically" unfair (with the result that the two year service requirement did not apply) is **refused**.
2. The complaints of unfair dismissal, unauthorised deductions from wages, breach of contract and for holiday pay were not presented within the applicable time limits. It was reasonably practicable to do so. The whole of the claim is therefore **dismissed** and this judgment brings it to an end.
3. If I had not dismissed the unfair dismissal claim on the grounds that it was presented out of time, I would have dismissed it on the basis that the Tribunal had no jurisdiction to hear it because the claimant had not completed two years' service.
4. The final hearing of the claim listed for 9 and 10 March 2027 is cancelled.

Approved by:

Employment Judge Evans

22 September 2026

Notes

Summary reasons were given orally at the hearing. Written summary 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 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/