EMPLOYMENT TRIBUNALS

Claimant: Mr K Jayawardena

Respondent: Apharo Recruitment UK Limited

Heard at: Midlands East, by CVP **On:** 6 October 2026

Before: Employment Judge Brewer

Representation
Claimant: In person
Respondent: Ms Roshane, Director

JUDGMENT

The judgment of the Tribunal is that the claimant's claim fails and is dismissed.

Approved by:

Employment Judge Brewer

Dated: 06 October 2026

Sent to the parties on

....07 October 2026.....

For the Employment Tribunal

.... Hakeem Nuama.....

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be

payable. 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:

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