



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Pagano

**Respondents:** 1. Rajmond Z Hasanaj  
2. Filipe da Costa  
3. DGR (Manchester) Limited

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. All complaints against the first and second respondents are dismissed on withdrawal.
2. In the absence of any response form from the third respondent defending the complaints brought against it, pursuant to Rule 21 the following complaints succeed against the third respondent only:
  - (a) the complaints of harassment related to sexual orientation, direct sexual orientation discrimination, direct sex discrimination and victimisation contrary to the Equality Act 2010 as set out in the Statement of Claim paragraphs 21-25;
  - (b) the complaint of unfair dismissal under Part X Employment Rights Act 1996 as set out in the Statement of Claim paragraph 27;
  - (c) the complaint of breach of contract in relation to notice pay as set out in the Statement of Claim paragraph 29;
  - (d) the complaint of unlawful deductions from pay under Part II Employment Rights Act 1996 as set out in the Statement of Claim paragraphs 28a – 28c, and
  - (e) the complaint of breach of contract in relation to hours of work as set out in the Statement of Claim paragraph 30.

3. The hearing listed at **10.00 am** on **6 September 2017** is converted to a remedy hearing in public before any Employment Judge sitting alone with a time estimate of 2 hours. The first and second respondents do not need to attend. The appropriate awards against the third respondent for the successful complaints will be determined.

Employment Judge Franey

15 August 2017

JUDGMENT SENT TO THE PARTIES ON

21 August 2017

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE