



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms S. Riaz

**Respondent:** Glamour Forever Ltd (R1)  
SG HR Ltd (R2)

## LIABILITY JUDGMENT

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

1. The claimant was unfairly dismissed by the R1 on 25<sup>th</sup> August 2021
2. Further to the above judgment, the claimant's dismissal by R1 was automatically unfair because the reason, or, if more than one, the principal reason for her dismissal was either:
  - a. That being an employee at a place where there was no health and safety representative or safety committee she brought to R1's attention, by reasonable means, circumstances connected with her work which she reasonably believed were harmful or potentially harmful to health or safety and/or
  - b. in circumstances of danger which the claimant reasonably believed to be serious and imminent and which she could not reasonably have been expected to avert, she left (or proposed to leave) or (while danger persisted) refused to return to her place of work or any dangerous part of the place of work and/or
  - c. that she made protected disclosures tending to show that a criminal offence had been committed, was being committed or is was likely to be committed, and/or R1 had failed was failing or was likely to fail to comply with any legal obligation to which it was subject, and/or that the health or safety of any individual had been, was being or was likely to be endangered.
3. R1 subjected the claimant to the detriments alleged by her in her claim form on the ground that she had made protected disclosures as claimed.
4. R1 made unauthorised deductions from the claimant's wages.
5. R1 failed to provide the claimant with written employment particulars.
6. R2 is not dismissed from these proceedings pending the remedy hearing at which its status will be determined if it is not determined prior to that hearing.

7. The sum to be awarded to the claimant, payable by the respondent, is to be assessed at a remedy hearing on a date to be notified.

Employment Judge T. Vincent Ryan

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Date: 22.03.21

JUDGMENT SENT TO THE PARTIES ON 24 March 2021

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AND ENTERED IN THE REGISTER

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FOR THE TRIBUNAL OFFICE