



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Erhan Osman

**Respondent:** ARC Cleaning Ltd

**Heard at:** London South      **On: 28 June 2021**

**Before:** Employment Judge Khalil (sitting alone)

## Appearances

For the claimant: in person, assisted by Ms Watson

For the respondent: Mr Jackson, Counsel

## JUDGMENT

The claimant's claim for unfair dismissal contrary to S.94/98 Employment Rights Act 1996 is well founded and succeeds.

The claimant's claim for unfair dismissal contrary so S. 99 Employment Rights Act 1996 is not well founded and fails.

The claimant's claim for unfair dismissal contrary to Regulation 20 Maternity and Parental Leave Regulations 1999 is not well founded and fails.

Reasons were given at the time and written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

**The parties were encouraged to resolve remedy privately in the next 28 days. If the parties are unable to do so, the parties are to write to the Tribunal requesting a Remedy Hearing with a time estimate.**

### Public access to Employment Tribunal decisions

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

**Case Number:2302883 /2020**

**Employment Judge Khalil**

**29 June 2021**