



EMPLOYMENT TRIBUNALS

Heard at: Croydon (by video) **On:** 13 and 14 November 2024

Claimant: Mr Harith Taha

Respondent: Novatek Europe Limited

Before: Employment Judge E Fowell

Representation:

Claimant Julie Duane of counsel, instructed by Clements Solicitors

Respondent Louise Simpson of counsel, instructed by Doyle Clayton Solicitors

JUDGMENT ON LIABILITY

1. The claimant was unfairly dismissed.
2. The dismissal was in breach of contract.
3. The complaints of unlawful deduction from wages and in respect of holiday pay are dismissed on withdrawal by the claimant.
4. Compensation or other remedy will be addressed at a further hearing on 3 December 2024 at 10 am.

Employment Judge Fowell

Date 14 November 2024

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/>