



EMPLOYMENT TRIBUNALS

Claimant: Mr A Smirnov

Respondent: Ramboll UK Ltd (1)
Ramboll Danmark a/s (2)

Heard at: Croydon by cloud video platform

On: 25 November 2020

PRELIMINARY HEARING

Before: Employment Judge Nash

Appearances

For the claimant: In person

For the respondents: Ms Anderson of counsel

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claims against the second respondent are not rejected on the basis of any failure to comply with the ACAS Early Conciliation procedures.
2. The second respondent was at all times the employer of the claimant.
3. The first respondent was at no times the employer of the claimant.
4. The following claims against the first respondent are dismissed upon withdrawal:
 - a. S1 Employment Rights Act 1996
 - b. S4 Employment Rights Act 1996
 - c. S8 Employment Rights Act 1996
 - d. S92 Employment Rights Act 1996
 - e. Disability discrimination save for associative discrimination
 - f. Fixed term employees less favourable treatment
 - g. Public interest disclosure dismissal
 - h. All claims for unfair dismissal
 - i. Breach of contract.

j. S13 Employment Rights Act 1996

5. The following claims against the first respondent are still proceeding:

- a. Associative disability discrimination
- b. Race discrimination
- c. Race harassment
- d. Public interest disclosure detriment.

Employment Judge Nash

Date: 25 November 2020

Note

Written reasons will not be provided unless 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.