



EMPLOYMENT TRIBUNALS

Claimant: Mr Z. Zarin
Respondent: Fischer Future Heat Ltd
On: 16 January 2025
Before: Employment Judge Ahmed (sitting alone)
At: Leicester

Representation

Claimant: In person
Respondent: Ms Isabelle Bastian, Director

JUDGMENT AT A PRELIMINARY HEARING

The decision of the Tribunal is that:

1. The Claimant was an 'employee' within the meaning of section 230(1) of the Employment Rights Act 1996;
2. The issue of whether the Claimant was an employee of Fischer Future Heat Ltd or Woodland Installations (UK) Ltd shall be determined in due course either at a preliminary hearing or at the full merits hearing;
3. Woodland Installations UK Ltd are hereby joined as a Second Respondent to the proceedings;
4. The Claim Form and a blank ET3 (Response) form shall be served on Woodland Installations UK Ltd at its registered office of 16, North Mills, Frog Island, Leicester, LE3 5 DL.
5. The Claimant's claim for unfair dismissal was presented out of time but it was not reasonably practicable for the claim to have been presented in time. The Claimant's time for presenting the claim is extended to 19 May 2024 to allow the claim to proceed;
6. The Respondent's application for a preparation time order is dismissed.

Employment Judge Ahmed

Date: 16 January 2025

JUDGMENT SENT TO THE PARTIES ON

.....27 January 2025.....

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FOR THE TRIBUNAL OFFICE

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/>