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EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

AND

Coventry University College

Mr M Edwards

PRELIMINARY HEARING

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham

ON 10 April 2017

EMPLOYMENT JUDGE Woffenden

Representation

For the Claimant: In Person

For the Respondent: Ms L Hodgetts of Counsel

JUDGMENT

1 The claimant's claims of unfair dismissal under section 111 Employment Rights Act 1996 and under Regulation 6 of the Fixed –Term Employees (Prevention of Less Favourable Treatment) Regulations 2002 and of less favourable treatment under Regulation 3 of the Fixed –Term Employees (Prevention of Less Favourable Treatment) Regulations 2002 are dismissed on withdrawal.

2 The claimant has leave to amend his claim:

2.1 To that of a claim of wrongful dismissal; and

2.2 To include an additional and last sentence to paragraph 14 of the 'Statement of Applicant: 'Jackie said 'Yes 'and Sandra Maynard nodded'; and

2.3 To admit that the claimant's fixed term contract with the respondent was terminable at any time before he had four years' service on four weeks' notice and that any claim for damages is limited to four weeks' pay.

3 The respondent has leave to amend its response and will send it to the tribunal (copied to the claimant) within 14 days of this judgment being sent out to the parties.

4 By 22 May 2017 the parties shall send to each other copies of all relevant documents, whether they support or damage their case (and which in the case of the claimant shall include those relevant to mitigation of loss).

5 By 22 May 2017 the claimant shall send to the respondent a schedule of loss setting out how much is claimed and how that amount is calculated.

6 By 30 May 2017 the claimant shall inform the respondent of the documents he wishes to be included in the bundle of documents for use at the final hearing.

7 By 6 June 2017 the respondent will send to the claimant a copy of the bundle of documents. Three copies of the bundle should be brought to the final hearing for use by the tribunal.

8 By 27 June 2017 the parties shall prepare and exchange with the other witness statements for all the witnesses upon whose evidence that party intends to rely at the final hearing. The witness statements shall be sufficiently comprehensive to stand as the witness's evidence in chief at the final hearing. Any witness whose statement is served should attend the final hearing to give oral evidence and be cross-examined .Three copies of each witness statement should be brought to the final hearing for use by the tribunal.

9 The case is listed for a final hearing before an employment judge sitting alone in Birmingham on 13 and 14 July 2017 with a time estimate of 2 days commencing at 9.45 am each day.

Signed by _____ on 10/04/2017
Employment Judge Woffenden

Judgment sent to Parties on

14/04/2017

Reasons having been given orally they will not be provided in writing unless requested in writing within 14 days of the sending of the judgement