



EMPLOYMENT TRIBUNALS

Claimant: Mr J Roe

Respondent: Lantei Limited

Heard at: Manchester

On: 14 and 15 May 2019

Before: Employment Judge Sharkett
(sitting alone)

REPRESENTATION:

Claimant: Mr N Sharples, Solicitor (GMB Union)

Respondent: Mr R Lassey of Counsel

JUDGMENT ON PRELIMINARY HEARING

The judgment of the Tribunal is:

1. The respondent concedes that it paused the disciplinary process on 1 March 2018.
2. The Tribunal finds that it was reasonable in the circumstances of this case to pause the disciplinary process.
3. The respondent ceased to have reason to pause the disciplinary process no later than 20 March 2018 after which time it could or should have recommenced the disciplinary process unless there was good reason not to do so.
4. The reasons for this Judgment were given orally at the hearing and cannot be relied on in any other hearing or examined in cross examination by either party.
5. The case is listed for hearing on **30 and 31 October 2019** at **Manchester Employment Tribunal, Alexandra House, 14-22 The Parsonage, Manchester, M3 2JA** commencing each day at **10.00am**.
6. The respondent has liberty to apply within seven days of today's date if there is reason why Mr Livesey, a witness in this case, is unable to attend on those dates.

In responding to each application, the respondent must copy the claimant's representative in, and both parties must then provide further dates of unavailability without delay.

Employment Judge Sharkett

Date 10/06/2019

JUDGMENT SENT TO THE PARTIES ON

14 June 2019

FOR THE TRIBUNAL OFFICE

Note

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.