



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant **Respondent**
Ms C Payawal and Frimley Health NHS Foundation Trust

Hearing held at Reading on 25 & 26 September 2019

Representation **Claimant:** Mr E Carey, TU representative
Respondent: Ms C Ibbotson, counsel

Employment Judge Vowles (sitting alone)

JUDGMENT

Evidence

1. The Tribunal heard evidence on oath and read documents provided by the parties. From the evidence heard and read the Tribunal determined as follows.

Unfair Dismissal – section 98 Employment Rights Act 1996

2. The Claimant was dismissed by reason of misconduct on 12 July 2018 and that was the effective date of termination. The dismissal was not unfair. This complaint fails.

Wrongful Dismissal – article 3 Employment Tribunals Extension of Jurisdiction (E&W) Order 1994

3. The Claimant was not wrongfully dismissed. This complaint fails.

Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

4. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

Public Access to Employment Tribunal Judgments

5. The parties are informed that all judgments and reasons for judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant and Respondent.

Employment Judge Vowles

Dated: 26 September 2019

Sent to the parties on

.....31 October 2019.....

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for the Tribunal Office