



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Isla-Jane McEwan  
**Respondent:** Hywel Dda University Local Health Board  
**Heard at:** Carmarthen **On:** 25 November 2019  
**Before:** Employment Judge M R Havard

**Representation:**

Claimant: In person;  
Respondent: Ms J Williams (Counsel)

## PRELIMINARY HEARING JUDGMENT

1. It was reasonably practicable for the claimant to present her claim of unfair dismissal within the time limits set out in the Employment Rights Act 1996, and the tribunal has no jurisdiction to hear her claim which was presented after that period, and the claimant's claim is dismissed.
2. It would not be just and equitable to extend time for the presentation of the claimant's claims of discrimination on the grounds of disability and the tribunal has no jurisdiction to hear her claims which were presented after the expiration of the time limits for such claims, and the claimant's claims are dismissed.

---

Employment Judge Beard  
Dated: 24 February 2020

ORDER SENT TO THE PARTIES ON 2 March 2020

.....  
FOR THE SECRETARY TO EMPLOYMENT TRIBUNALS