



# EMPLOYMENT TRIBUNALS

**Claimant:** Dr S A Joseph

**Respondent:** Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust

## PUBLIC PRELIMINARY HEARING

**Heard on:** 26 August 2020

**Before:** Employment Judge Sweeney

### Appearances

For the Claimant, Paul McGowan, solicitor

For the Respondent, Edward Morgan, counsel

## JUDGMENT

1. Oral reasons having been given at the hearing:
  - 1.1. The Claimant's complaint of unfair dismissal under section 111 Employment Rights Act 1996 was not presented before the end of the period of three months beginning with the effective date of termination;
  - 1.2. The Tribunal was not satisfied that it was not reasonably practicable for the complaint to be presented before the end of that period;
  - 1.3. The Claimant's complaint of detriment under section 48 Employment Rights Act 1996 was not presented before the end of the period of three months beginning with the date of the act or failure to act to which the complaint relates;
  - 1.4. The Tribunal was not satisfied that it was not reasonably practicable for the complaint to be presented before the end of that period;
2. Accordingly, the proceedings are dismissed.

**Case No: 2500584/2020**

Employment Judge **Sweeney**

26 August 2020