



THE EMPLOYMENT TRIBUNALS

PUBLIC PRELIMINARY HEARING

BY CVP

Claimant: Mrs V Warner

Respondent: Capita Business Services Limited

Heard at: Newcastle Hearing Centre **On:** Thursday 15th October 2020

Before: Employment Judge Johnson

Representation:

Claimant: In Person

Respondent: Ms P Tadi (Solicitor), Mr R Coleby

JUDGMENT ON PRELIMINARY ISSUE

1. The claimant's complaint of unfair dismissal was not presented to the employment tribunal within the three-month time limit prescribed by Section 111 of the Employment Rights Act 1996. The employment tribunal is not satisfied that it was not reasonably practicable for the claimant to have presented her complaint within that time limit. The claim for unfair dismissal is struck-out and dismissed.
2. The claimant's complaint of unlawful disability discrimination was not presented to the employment tribunal within the time limit set out in Section 123 of the Equality Act 2010. The employment tribunal is not satisfied that it would be just and equitable for that time limit to be extended. The complaint of unlawful disability discrimination is therefore struck out and dismissed.

Authorised by **EMPLOYMENT JUDGE JOHNSON**

Case Number: 2500492/2020

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 22 October 2020**

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