



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

Mrs Nontembiso Mfefa

v

Cambridge University NHS  
Foundation Trust

**Heard at:** Cambridge

**On:** 2, 3, 4, 5, 6 and 9 November 2020

**Before:** Employment Judge Ord

**Members:** Ms J Costley and Mr S Holford

**Appearances**

**For the Claimant:** Mr Jack Nkala, Lay Representative

**For the Respondent:** Mr Richard Hignett, Counsel

## JUDGMENT

It is the unanimous decision of the Employment Tribunal that:

1. The Claimant's claims that she was the victim of unlawful discrimination on the grounds of religion, belief, disability and race are not well founded on their merits and fail.
2. The claims were presented out of time. It is not just and equitable to extend time and therefore the Tribunal did not have jurisdiction to hear the Claimant's complaints.

10 November 2020

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Employment Judge Ord

Sent to the parties on: .30/11/2020.....

For the Tribunal Office: T Henry-Yeo

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.