



# EMPLOYMENT TRIBUNALS

## Claimant

## Respondents

Mr C Rickards

v BUPA Insurance Services Limited (1)  
& Lucy Robey (2)

**Heard at:** Manchester (Cloud Video Platform ('CVP'))

**On:** 8 October 2020

**Before:** Employment Judge Johnson

## Appearances

**For the Claimant:** in person

**For the Respondent:** Mr J Rhodes (solicitor)

## JUDGMENT

1. The claim against the third respondent Mark Davies is dismissed because in his claim form naming the third respondent, the claimant referred to early conciliation certificate number: R129817/20/09 dated 2 May 2020, which identified 'BUPA' as the prospective respondent and which had already used in relation the first respondent in the claim form.
2. This is a substantive defect contrary to Rule 12(1)(f) of the Employment Tribunals' Rules of Procedure and the claim against the third respondent, should be rejected in accordance Rule 12(2A), being in the interests of justice to do so, as it more than a minor error.
3. The claims against the first respondent and second respondent remain in issue and will be determined at the full merits hearing listed to take place in the Manchester Employment Tribunal on 1, 2, 3, 4 and 5 March 2022.

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Employment Judge Johnson

Date: ...8 October 2020.....

Sent to the parties on:

18 December 2020

For the Tribunal Office

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.