



EMPLOYMENT TRIBUNALS

Claimant: Mrs. D Randall
Respondent: Asda Stores Limited
Heard at: Via Cloud Video Platform
On: 26th January 2021
Before: Employment Judge Heap (Sitting alone)

Representation

Claimant: In person
Respondent: Ms. J Duane – Counsel

COVID-19 Statement

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was V – fully remote. A face to face hearing was not held because it was not practicable and no-one requested the same and all issues could be determined in a remote hearing.

JUDGMENT

1. The complaint of unfair dismissal was not presented within the time limit provided for by Section 111 Employment Rights Act 1996, but it was not reasonably practicable for the Claimant to present it within that time limit and it was issued within a reasonable period thereafter.
2. The complaint of disability discrimination was not presented within the time limit provided for by Section 123 Equality Act 2010, but it is just and equitable to extend time to substantively consider that complaint.

3. By no later than 9th February 2021 the Claimant must write to the Tribunal to confirm if she is advancing a complaint of a failure to pay a redundancy payment or if that complaint is withdrawn. If it is not withdrawn, the Claimant must set out the basis upon which she says that she is entitled to such a payment.

Employment Judge Heap

Date: 26th January 2021

JUDGMENT SENT TO THE PARTIES ON

29 January 2021

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FOR THE TRIBUNAL OFFICE

Notes:

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Reasons

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.