



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms Mapule Mdlalose

v

Norfolk County Council

Heard at: Norwich

On: 19 April 2021

Before: Employment Judge Postle

Appearances

For the Claimant: Mr Toms, Counsel

For the Respondent: Mr Brett, Solicitor

CLAIMANT'S APPLICATION for a RECONSIDERATION

JUDGMENT

1. It is accepted by all parties, paragraph 6 of the Reserved Reasons sent to the parties on 1 June 2020, where it states that the Acas Early Conciliation Certificate ran from 15 November 2018 to 15 December 2018, those dates are correct.
2. However, it then states any claims arising on or before 14 September 2018 are out of time. That should be amended as it was an error, to show a date of 16 August 2018.
3. That, in effect, does not affect the outcome of the Judgment as in respect of the Claimant's List of Issues, in relation to the List of Issues O, P and Q, three incidents arising on 22 August 2018, 30 August 2018 and 31 August 2018, are therefore in time. The Tribunal, in their Judgment, nevertheless dealt with them. At paragraphs 84 onwards dealing with the specific allegation and the Tribunal's decision as to whether this allegation amounted to less favourable treatment.

Employment Judge Postle

Date: 8/6/21.....

Case Number: 3300465/2019

Sent to the parties on: 8/6/21.....

.....
For the Tribunal Office

