



5

**EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4108780/2021**

**Preliminary Hearing Held in Glasgow by Cloud Video Platform on 16 August  
2021**

10

**Employment Judge: Rory McPherson**

15

**Ms Elizabeth McKenzie**

**Claimant  
In person**

20

**Cairllum Care Ltd**

**Respondent  
Represented by  
Michael Collier  
Director**

25

**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

The judgment of the Employment Tribunal is as follows:

30

1. the claimant's claims for Unfair Dismissal are dismissed as presented out of time, it was reasonably practicable to have presented the claim in time; and
2. claims of detrimental treatment in relation to protected disclosures are dismissed as withdrawn.

**REASONS**

1. Oral reasons were given at the conclusion of the hearing held via Cloud Video Platform (CVP), no request for written reasons having been made.

5

Employment Judge: Rory McPherson

Date of Judgment: 16 August 2021

10 Entered in register: 19 August 2021  
and copied to parties