



EMPLOYMENT TRIBUNALS

Claimant: Mr J Hamill-Keays
Respondent: NuVision Biotherapies Ltd

Heard at: Leicester Hearing Centre, 5a New Walk, Leicester, LE1 6TE
By cloud video platform

On: 16, 17, 18, 19, 20, 23, 24, 26 August 2021

Before: Employment Judge Adkinson sitting with
Mr G Edmondson
Mr C Tansley

Appearances

For the claimant: In person
For the respondent: Mr H Wiltshire, Counsel

JUDGMENT

After considering the claimant's written application of 20 July 2021 (amended 12 August 2021) to amend his claim to add a claim for victimisation

After considering the claimant's oral application made part-way through the hearing to adduce the evidence of 2 witnesses on the issue of when he signed his contract of employment and of the circumstances in which he signed it

After hearing the evidence from the parties and hearing the submissions of the parties, the Tribunal's unanimous conclusions are:

1. The claimant's application to amend his claim to add a claim for victimisation is dismissed.
2. The claimant's application to adduce evidence from 2 further witnesses on the issue of when he signed his contract of employment is dismissed.
3. All claims that the respondent subjected the claimant to detriments on dates before 3 January 2020 for making protected disclosures were presented out of time. It was reasonably practicable to present these claims in time. The Tribunal lacks jurisdiction to hear them and they therefore are dismissed.
4. All claims that the respondent harassed the claimant for reasons related to his disability on dates before 3 January 2020 were presented out of time. It

is not just and equitable to extend time to present these claims. The Tribunal lacks jurisdiction to hear them and they therefore are dismissed.

5. The claimant's remaining claims that the respondent subjected him to detriments because he made protected disclosures are dismissed.
6. The claimant's remaining claims that the respondent harassed him for reasons related to disability are dismissed.
7. The claimant's claim that the respondent unfairly dismissed him because he made protected disclosures is dismissed.
8. The claimant's claim that the respondent breached his contract of employment because it did not pay him a bonus and/or did not grant to him options on shares in the respondent company are dismissed.

Employment Judge Adkinson

Date: 26 August 2021

Notes

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.

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.