



EMPLOYMENT TRIBUNALS

Claimant

Respondent

MRS A. P. VERONA

v

QATAR AIRWAYS GROUP QCSC

Heard at: London Central (video)

On: 17 December 2021

Before: Employment Judge P Klimov, sitting alone

Representation:

For the Claimant: in person

For the Respondent: Mr. D Howells (of Counsel)

This has been a remote hearing which was not objected to by the parties. The form of remote hearing was by Cloud Video Platform (CVP). A face to face hearing was not held because it was not practicable due to the Coronavirus pandemic restrictions and all issues could be determined in a remote hearing.

JUDGMENT

1. The respondent's application to strike out the claimant's complaints of unfair dismissal, redundancy pay, and disability discrimination is refused.
2. The respondent's application to strike out the claimant's claim under Rule 37(d) of the Employment Tribunals Rules of Procedure 2013 is refused.
3. The respondent's application for a deposit order with respect to the claimant's complaints of unfair dismissal, redundancy pay, and disability discrimination is refused.
4. The claimant's continuous service with the respondent began on **17 April 2019**.
5. "The material date" within the meaning of s.97(3) was **9 April 2021**.

6. Therefore, “the effective date of termination” of the claimant’s contract of employment, pursuant to s.97(2) of the Employment Rights Act 1996 (“ERA”) and s.86(1)(a) ERA, and “the relevant date”, pursuant to s.145(5) and s.86(1)(a) ERA, was **16 April 2021**.
7. Accordingly, the claimant has been continuously employed by the respondent for a period of not less than two years ending with the effective date of termination, for the purposes of s.108(1) and s.155 ERA.
8. The claimant’s claim for notice pay is dismissed on withdrawal.
9. The claimants first claim (Case Number: 2201073/2021) is rejected under Rule 12(1)(d) of the Employment Tribunals Rules of Procedure 2013 (a claim form contains confirmation that one of the early conciliation exemptions applies, and an early conciliation exemption does not apply).

Employment Judge P Klimov
17 December 2021

Sent to the parties on:

19/12/2021

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For the Tribunals Office

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.