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## **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4104298/2020**

**Preliminary Hearing Held by Cloud Video Platform (CVP) on 30 April 2021**

**Employment Judge W A Meiklejohn**

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**Mr Sean Cowan**

**Claimant  
In person**

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**Manorview Hotels Ltd**

**Respondent  
Represented by:  
Ms J Barnett,  
Consultant**

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### **JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

25 The Judgment of the Employment Tribunal is as follows –

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1. The claimant's complaint of unfair dismissal is not time barred.
2. The claimant is allowed to amend his claim by adding a complaint that the respondent failed to permit him to be accompanied at a disciplinary hearing on 17 March 2020 contrary to section 10 of the Employment Relations Act 1999.
3. The Tribunal does not have jurisdiction to consider the claimant's complaint of unfair dismissal and that complaint is dismissed.

**REASONS**

1. Reasons were given orally at the hearing.
2. As stated at the hearing, written reasons will not be provided unless  
5 asked for by a written request presented by a party within 14 days of the  
date upon which this written record of the decision is sent to the parties.

Employment Judge: Sandy Meiklejohn  
Date of Judgment: 04 May 2021  
Entered in register: 17 May 2021  
and copied to parties

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