



EMPLOYMENT TRIBUNALS

Claimant: Ms L Fears

Respondent: Resimanagement Limited

JUDGMENT

The parts of the claim relating to:-

1. The respondent automatically unfairly dismissed the claimant under section 103A Employment Rights Act 1996 (“ERA”) because the reason or principal reason for the dismissal was that she had disclosed information which tended to show that the respondent had, was or was likely to fail to comply with a legal obligation to allow her to be accompanied/represented at a disciplinary hearing on 4 March 2021, and to appeal the decision of that meeting (set out in paragraph 3 of the “Claimant’s Further & Better Particulars of Claim or Way in Which Remaining Claims are Being Pursued” document dated 2 March 2022) – **Allegation A.**

2. The respondent unfairly dismissed the claimant under section 12(3) Employment Relations Act 1999 (“EReIA”) because the reason or principal reason for the dismissal was that the claimant sought to exercise her right under section 10 EReIA to be accompanied at the hearing on 4 March 2021 (set out as a detriment under paragraph 1d of the claimant’s Particulars of Claim) – **Allegation B.**

are struck out.

REASONS

1. The claimant was ordered to pay a deposit of **£50** in respect of each allegation above following a preliminary hearing held on **29/03/22**. The order was sent to the claimant on **04/04/22**. The claimant has failed to pay this deposit. The claimant’s parts of the claim relating to **Allegation A and Allegation B** (see above) are therefore struck out under rule 39(4) of the Employment Tribunals Rules of Procedure 2013.

Employment Judge **Heath**

Date: 18 May 2022

JUDGMENT SENT TO THE PARTIES ON

19/05/2022..

FOR THE TRIBUNAL OFFICE