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EMPLOYMENT TRIBUNALS

Claimant: Ms F Ekwebelem

Respondent: London Borough of Waltham Forest

RECORD OF A PRELIMINARY HEARING

Heard at: East London Hearing Centre (in private; [by telephone])

On: 6 January 2022

Before: Regional Employment Judge Taylor

Appearances

For the claimant: In person

For the respondent: Mr S Thakerar, Counsel

JUDGMENT ON PRELIMINARY HEARING

The judgment of the tribunal is that:

1. The claimant's claims for unfair dismissal was presented outside the primary time limit contained in section 111(2) Employment Rights Act 1996, as amended by the early conciliation provisions; it was reasonably practicable for the claim to be presented within the primary time limit. Accordingly, the Tribunal does not have jurisdiction to consider this claim and therefore the claim is dismissed.

2. The claimant's claim for wrongful dismissal was presented outside the primary time limit contained in article 7 of The Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994, as amended by the early conciliation provisions; it was reasonably practicable for the claim to be presented within the primary time limit. Accordingly, the Tribunal does not have jurisdiction to consider this claim and therefore the claim is dismissed.

3. The claimant's claim for unlawful deduction of wages was presented outside the primary time limit contained in section 23(4) Employment Rights Act 1996, as

amended by the early conciliation provisions; it was reasonably practicable for the claim to be presented within the primary time limit. Accordingly, the Tribunal does not have jurisdiction to consider this claim and therefore the claim is dismissed.

4. The claimant's claims of disability discrimination have been presented outside the primary time limit contained in section 123 Equality Act 2010 having considered the circumstances it is not just and equitable to extend time for bringing the complaint of disability discrimination. Accordingly, the tribunal does not have jurisdiction to consider these claims and the claims are dismissed.

Regional Employment Judge Taylor

6 January 2022