



EMPLOYMENT TRIBUNALS

Claimant: Nona Causer

Respondent: Gwynedd Council

UPON a reconsideration of the judgment dated **3 October 2022** on the Tribunal's own initiative under rule 73 of the Employment Tribunals Rules of Procedure 2013, and without a hearing, paragraph 2 of that judgment is varied as set out below.

JUDGMENT

1. The claimant's complaint of unfair dismissal was brought out of time and is dismissed.

2. (a) In relation to alleged acts of discrimination occurring on or after 21 August 2017: the claimant's complaints of (i) pregnancy and maternity discrimination and (ii) direct sex discrimination were brought out of time but it is just and equitable to extend time.

(b) In relation to alleged acts of discrimination occurring before 21 August 2017: the issues of (1) whether any such alleged acts of discrimination amount to conduct extending over a period of time; (2) whether all or any of the complaints of (i) pregnancy and maternity discrimination and (ii) direct sex discrimination relating to those alleged acts were brought out of time; and (3) if out of time, whether it would be just and equitable to extend time in relation to all or any of those complaints will be decided at the final hearing of the case.

Employment Judge McDonald
Dated: 16 March 2023

JUDGMENT SENT TO THE PARTIES ON

3 April 2023

J Chambers
FOR THE TRIBUNAL OFFICE