



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Hyginus Eze  
**Respondent:** West London NHS Trust  
**Heard at:** Watford Hearing Centre  
**On:** 6 March 2023  
**Before:** Employment Judge Tobin

**Representation**  
Claimant: In person  
Respondent: Mr J Mitchell (counsel)

## JUDGMENT

The Judgment of the Employment Tribunal is that:

1. The claimant's claim of unfair dismissal, under s94 Employment Rights Act 1996, was presented outside the time limit contained in s111 Employment Rights Act 1996 and it was reasonably practicable for this claim to be presented within the appropriate time limit.
2. The claimant's claim in respect of an underpayment or non-payment of wages, pursuant to s13 Employment Rights Act 1996, was similarly presented outside the time limits contained in s23 Employment Rights Act 1996. It was also reasonably practicable for this claim to be presented within the appropriate time limit.
3. The claimant's complaints of direct race discrimination, under s13 Equality Act 2010, were presented outside the time limit contained in s123 Equality Act 2010 and it is not just and equitable to allow these claims to proceed.

4. **Consequently, the Employment Tribunal does not have jurisdiction to hear the complaints brought by the claimant on 4 April 2022 and proceedings are now dismissed.**

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Employment Judge Tobin  
Dated: 6 March 2022  
JUDGMENT SENT TO THE PARTIES ON  
25 March 2023  
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T Cadman  
.....  
FOR THE TRIBUNAL OFFICE

**Note**

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.

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