



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.**

Employment Judge Tobin

Date: 6 March 2023

JUDGMENT SENT TO THE PARTIES ON

25 March 2023

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.

Public access to employment tribunal decisions

All judgments and written reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.