



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms L Loureiro

**Respondent:** Royal National Orthopaedic Hospital NHS Trust Ltd

## JUDGMENT

1. The following complaints are struck out.
  - a. That there was any contravention of Equality Act 2010 based on the factual assertion that on about 16 September 2019, a meeting invitation being sent by Ms Hoe to the Claimant's Trade Union Representative without her consent
  - b. That there was any contravention of Equality Act 2010 (specifically discrimination within the definition in section 15) based on the factual assertion that the claimant's allegations or arguments that the "something arising" identified at 4.2.2 of the list of issues (panic attacks at work) was the cause of any of the alleged treatment identified.

## REASONS

1. The claimant was ordered to pay a deposit of **£5.00 (each)** for the respective allegations or arguments that underlie each of the above-mentioned complaints. This was at 6 and 7 February 2023.
2. The Order was sent to the claimant on **7 April 2023**..The claimant has failed to pay either deposit (by the required date of 28 April 2023 or at all.
3. The complaints mentioned above are therefore struck out.
4. There were two other deposit orders made. The date that the payment was due was 28 April 2023. The Claimant, however, did not make the payment until 2 May 2023 (according to HMCTS records). She has submitted evidence that she allegedly posted the payment on 28 April 2023 and so (effectively) admits that the payment cannot have been received by 28 April 2023. A decision on whether to strike out further complaints or whether, in the alternative, to vary the date for payment of the deposit, and grant relief from the sanctions for failure to comply with the original order will be made at the preliminary hearing 14 September 2023

(time permitting) or else later if the judge at that hearing orders it to take place later.

5. The hearing fixed for 14 September 2023 will therefore be in public, but all other details will be as previously notified.

Employment Judge **QUILL**

Date: 11 September 2023

JUDGMENT SENT TO THE PARTIES ON

11 September 2023

FOR THE TRIBUNAL OFFICE