



# EMPLOYMENT TRIBUNALS

**Claimant:** Dr R Kubaisi

**Respondent:** University Hospitals of Morecambe Bay NHS Foundation  
Trust

**HELD AT:** Manchester (Public Preliminary Hearing via CVP) **ON:** 19<sup>th</sup> September 2023

**BEFORE:** Employment Judge Anderson

## REPRESENTATION:

**Claimant:** Mr Butler (Counsel)

**Respondent:** Mr Webster (Counsel)

# JUDGMENT

1. In relation to claim number 2410093/2022, the following are dismissed on withdrawal:
    - a. The Claimant being made aware of the referral by the GMC in 24<sup>th</sup> April 2022 is no longer alleged to be a discrete act of discrimination or victimisation or detriment.
    - b. The GMC's outcome of 11<sup>th</sup> July 2022 is no longer alleged to be a discrete act of discrimination or victimisation or detriment.
    - c. The claims of direct sex discrimination and race discrimination.
  2. In relation to claim number 2406660/2023, the claims of direct sex discrimination and harassment related to sex are dismissed on withdrawal.
  3. The Respondent's applications for strike out and/or deposit order are refused.
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Employment Judge Anderson

18<sup>th</sup> September 2023

JUDGMENT SENT TO THE PARTIES ON  
22 September 2023

FOR THE TRIBUNAL OFFICE

Notes

1. 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.
2. Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.