



# EMPLOYMENT TRIBUNALS

## BETWEEN

**Claimant**

and

**Respondent**

Mrs S. Tuft  
as Personal Representative of the Estate  
of Andrew Tuft, deceased

Plymouth City Council

**Held at: Exeter**

**On: 3 November 2023**

**Before: Employment Judge Smail**

### **Appearances**

**Claimant:** In Person

**Respondent:** Mr S. Keen (Counsel)

## **PRELIMINARY HEARING JUDGMENT**

The Claimant's complaints are dismissed. They were presented out-of-time.

*Full oral reasons were given at the hearing. If any party requires written reasons, they must email the Tribunal within 14 days of this Judgment being sent to the parties.*

Employment Judge Smail  
Date: 03 November 2023

Judgment sent to the Parties:  
24 November 2023

For the Tribunal Office