



EMPLOYMENT TRIBUNALS

Claimant: Ms L Harding

Respondents: (1) SS&C Financial Services International Limited
(2) Deborah Reynolds
(3) Daniel Mills
(4) Ginnane Lynon
(5) Nigel Jenkinson

Heard at: East London Hearing Centre (by CVP)

On: 29 January 2024

Before: Employment Judge Brewer

Representation

Claimant: Ms S Hayes, Solicitor

Respondent: Mr A Mellis, Counsel

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant's claim in relation to breach of section 80G Employment Rights Act 1996 (ERA) is dismissed by virtue of the application of section 80H(2).
2. In relation to the claimant's claims under section 48 ERA (as set out in allegations a to m on pages 76 and 77 of the Preliminary Hearing Bundle, in relation to her right under section 47E(1)(a) ERA:
 - a. allegations a to g are dismissed as they were presented out of time and the Tribunal does not have jurisdiction to hear them,
 - b. allegation k is dismissed under Rule 37 of the ET Rules of Procedure 2013 as it has no reasonable prospect of success,

- c. allegations h, i, j and l may proceed to a full hearing subject to the claimant paying a deposit of £250.00 per allegation. A separate deposit order has been made.
3. Allegation m is dismissed by virtue of the application of section 47E(2) ERA.

Employment Judge Brewer
Dated: 29 January 2024