



EMPLOYMENT TRIBUNALS

Claimant: Ms R Begum
Respondent: Barts Health NHS Trust
Heard at: East London Hearing Centre (in private; by video)
On: 18 March 2024
Before: Employment Judge P Klimov

Appearances:

For the claimant: **Ms K Matravers**, chartered legal executive
For the respondent: **Mr D Green**, of counsel

JUDGMENT

1. The Respondent has failed to present a response on the expiry of the time limit in Rule 16 in Schedule 1 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 (“**the ET Rules**”).
2. The Respondent’s application for an extension of time under Rule 20 of the ET Rules has been refused by the Tribunal’s decision at the preliminary hearing on 18 March 2024.
3. Having considered the claim form, Employment Judge Klimov has decided that a determination of liability issues in the claimant’s complaint of unfair dismissal (ss. 94, 95(1)(c) and 98 of the Employment Rights Act 1996) can properly be made without a hearing.
4. The Judgment of the Tribunal, made under Rule 21 of the ET Rules, is that:
 - 4.1 The Claimant’s complaint of unfair (constructive) dismissal is well-founded.
 - 4.2 The Respondent must pay the Claimant compensation for unfair dismissal to be determined at a remedy hearing, being part of the final hearing of the consolidated claims on **22, 23, 24, 28, 29 and 30 October 2025**, if not agreed.

- 4.3 The remaining complaints in the claim shall be decided at the final hearing.
 - 4.4 The Respondent shall be entitled to participate in the hearing to the extent allowed by the Tribunal.
5. The Respondent's application for a reconsideration of this Judgment made at the preliminary hearing on 18 March 2024 is refused. There is no reasonable prospect of the Judgment being varied or revoked.

Employment Judge Klimov
Dated: 18 March 2024