



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Sikora

**Respondent:** Ms Cooke 1<sup>st</sup> Respondent  
Mr Cooke 2<sup>nd</sup> Respondent

**Heard at:** London Central Employment Tribunal (by CVP (video))

**On:** 16 & 17 May 2024

**Before:** Tribunal Judge Overton sitting in the Employment Tribunal

## Representation

Claimant: in person  
1<sup>st</sup> Respondent: in person  
2<sup>nd</sup> Respondent: no attendance

# PRELIMINARY HEARING JUDGMENT

1. The claim of unfair dismissal was not presented within the applicable time limit. It was not reasonably practicable to do so but the claim was not presented within a further reasonable period. The claim of unfair dismissal is therefore dismissed.
2. The claim for a redundancy payment was not presented within the applicable time limit. The claim for a redundancy payment is therefore dismissed.

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Tribunal Judge Overton

Date \_\_\_\_\_ 17 May 2024 \_\_\_\_\_

JUDGMENT SENT TO THE PARTIES ON

30 May 2024

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FOR THE TRIBUNAL OFFICE

**Notes**

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.

**Public access to employment tribunal decisions**

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.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>