



EMPLOYMENT TRIBUNALS

Claimant: Mrs I Zormello

Respondent: Manchester University NHS Foundation Trust

HELD AT: Manchester

ON: 10-14 June 2024

BEFORE: Employment Judge Slater
Mr A Egerton
Ms E Cadbury

REPRESENTATION:

Claimant: Mr J da Rocha-Afodu, solicitor
Respondent: Ms L Quigley, counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The complaint of constructive unfair dismissal is not well founded.
2. The Tribunal has no jurisdiction to consider the complaints of harassment related to race and direct race discrimination which were presented out of time and it is not just and equitable to consider them out of time.

Employment Judge Slater

Date: 14 June 2024

JUDGMENT SENT TO THE PARTIES ON

1 July 2024

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 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/>