



EMPLOYMENT TRIBUNALS

Claimant: Mr Abdo Karim Tourkmani

Respondent: Aneurin Bevan University Local Health Board

Heard at: Cardiff, by video **On:** 2 & 3 July 2024

Before: Employment Judge S Jenkins

Representation

Claimant: In person

Respondent: Ms J Williams (Counsel)

JUDGMENT

1. The Claimant is permitted to amend his ET1 Claim Form to include a different address.
2. The Claimant's claim should not be struck out as having no reasonable prospect of success given his failure to include his address in the ET1 Claim Form.
3. The Claimant's unfair dismissal complaint was not brought within the period of three months beginning with the effective date of termination of his employment. It was not reasonably practicable for the complaint to have been brought within that period, but the complaint was not brought within a further reasonable period. The complaint is therefore dismissed.
4. The Claimant's complaint of direct race discrimination, and any complaint of victimisation he may have been permitted to pursue by way of amendment, were not brought within the period of three months beginning with the date of the latest act to which his complaints related, and it is not just and equitable to extend time. The direct race discrimination complaint is therefore dismissed, and, to the extent that the Claimant may have been permitted to amend his claim to add a complaint of victimisation, that complaint would also have been dismissed.

Employment Judge S Jenkins
Date: 3 July 2024

JUDGMENT SENT TO THE PARTIES ON 9 July 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

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/>