



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Pilworth
Respondent: Rohan Designs Limited
Heard at: Bury St Edmunds (via CVP)
On: 17 January 2025
Before: Employment Judge Graham

Representation

Claimant: In person
Respondent: Mr Bownes, Solicitor

JUDGMENT

1. The Tribunal does not have jurisdiction to consider the Claimant's complaint of unfair dismissal as she had less than two years' continuous service contrary to s. 108 Employment Rights Act 1996. That claim is therefore dismissed.
2. The Tribunal does not have jurisdiction to consider the Claimant's complaint of disability discrimination as it was brought outside of the period of three months, and it would not be just and equitable to extend time under s. 123(1)(b) Equality Act 2010. Those complaints are also dismissed.
3. The final hearing in this matter is cancelled.

Approved by: Employment Judge **Graham**

Date: 17 January 2025

JUDGMENT SENT TO THE PARTIES ON
8 February 2025

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/>