

Case Number:  
1304176/2024



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Ms Palmer

**Respondent**  
Sandwell & West Birmingham  
NHS Hospitals Trust

AND

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL ON A PUBLIC PRELIMINARY HEARING

**HELD AT** Midlands West **ON** 7 February 2025

**EMPLOYMENT JUDGE** Harding

### Representation

**For the Claimant:** Ms Parker, Counsel

**For the Respondent:** Mr Rix, Counsel

## JUDGMENT ON A PRELIMINARY HEARING

1 The claims of unfair dismissal and discrimination arising from disability are out of time.

2 It was reasonably practicable for the claim of unfair dismissal to be presented within time. Accordingly, the tribunal has no jurisdiction to hear this claim and it is dismissed.

Note: written reasons will not be provided unless requested at the Hearing itself or in writing within 14 days of the sending of the written record of the decision, Rule 62(3).

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3 The claim of discrimination arising from disability was not brought within such other period as the tribunal considers just and equitable. Accordingly, the tribunal has no jurisdiction to hear this claim and it is dismissed.

**Employment Judge Harding**

Approved on: 7 February 2025

JUDGMENT SENT TO PARTIES ON

14 February 2025

Suriya Hussain

FOR THE TRIBUNAL OFFICE

Note: written reasons will not be provided unless requested at the Hearing itself or in writing within 14 days of the sending of the written record of the decision, Rule 62(3).