



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

RESPONDENT

CHUKWUBUIKEM OBI

V

CYGNET BEHAVIOURAL
HEALTH LIMITED

HEARD REMOTELY AT: HAVERFORDWEST ON: 30 JANUARY 2025

BEFORE: EMPLOYMENT JUDGE S POVEY

REPRESENTATION:

FOR THE CLAIMANT:

MS BENNETT (EQUALITY 4 BLACK
NURSES)

FOR THE RESPONDENT:

MR LANGELY (COUNSEL)

JUDGMENT

1. The claim is dismissed, as follows:

1.1. The complaints of automatic unfair dismissal for making protected disclosures, detriment for making protected disclosures, failure to provide written reasons for dismissal & wrongful dismissal were presented out of time. It was reasonably practicable for them to have been presented in time. As such, the Tribunal has no jurisdiction to determine them and they are dismissed (pursuant to Rule 28 of The Employment Tribunal Procedure Rules 2024).

1.2. The complaints of discrimination on grounds of race and disability, harassment on grounds of race and sex & victimisation were presented out of time and not within such other period as was just and equitable. As such, the Tribunal has no jurisdiction to determine them and they are dismissed (pursuant to Rule 28 of The Employment Tribunal Procedure Rules 2024).

1.3. To the extent that they are being pursued, the Tribunal has no jurisdiction to determine the complaints under section 14 of the Equality Act 2010 or under the Health & Safety at Work Act 1974 and

they are dismissed (pursuant to Rule 28 of The Employment Tribunal Procedure Rules 2024).

Approved by:
EMPLOYMENT JUDGE S POVEY
Dated: 4 February 2025

Order posted to the parties on

4 February 2025

Kacey O'Brien

For Secretary of the Tribunals

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.