



EMPLOYMENT TRIBUNALS

Claimant: Ms J M Gardiner

Respondent: Forbells Ltd

Heard at: Watford; by video **On:** 13 May 2025

Before: Employment Judge Davey

Appearances

For the claimant: Mr Bunting, counsel.

For the respondent: Ms Richards, litigation consultant.

PRELIMINARY HEARING IN PUBLIC JUDGMENT

1. The complaint for automatic unfair dismissal (s103A Employment Rights Act 1996) is struck out under Employment Tribunal Rule 38(1)(c) because the claimant has not complied with a Tribunal order.
2. The complaint of being subjected to detriments for making protected disclosures (s47B Employment Rights Act 1996) was not presented within the applicable time limit. It was not reasonably practicable to do so but the claim was not presented within a further reasonable period. The complaint is therefore dismissed.
3. The complaint of unauthorised deductions from wages was not presented within the applicable time limit. It was reasonably practicable to do so. This complaint is therefore dismissed.

Approved by:

Employment Judge Davey
14 May 2025

Judgment sent to the parties on:

11/6/2025

For the Tribunal:

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.