



# THE EMPLOYMENT TRIBUNAL

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**Claimant:** Ms Obenewaah-Achampong  
**Respondent:** Integrated Care 24 Ltd  
**Heard at:** London South Employment Tribunal (by CVP)  
**On:** 25 June 2025  
**Before:** Employment Judge A. Beale KC  
**Representation**  
**Claimant:** Ms L Hudson (Counsel)  
**Respondent:** Miss C Bonifai (Counsel)

## JUDGMENT

1. The Claimant's complaint of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of unfair dismissal is therefore dismissed.
2. The Claimant's complaints of race discrimination, harassment, pregnancy discrimination and victimisation were not presented within the applicable time limit, and it is not just and equitable to extend the time limit to the date on which the claims were presented. These complaints are therefore dismissed.
3. As all the Claimant's claims have been dismissed, the full hearing listed for 15 – 19 December 2025 is vacated.

Employment Judge A. Beale KC  
Date: 25<sup>th</sup> June 2025

Judgment sent to the parties on:  
Date: 9<sup>th</sup> July 2025

For the Tribunal Office

Note

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.