



EMPLOYMENT TRIBUNALS

Claimant: Mr. A Nawaz

Respondent: The Chief Constable of South Wales Police

Heard at: Cardiff, by video

On: 10 June 2025

Before: Employment Judge Cawthray

Representation

Claimant: In person, not legally qualified but has LLB

Respondent: Mr. Lawrence, Counsel

JUDGMENT

1. The Tribunal has no jurisdiction to hear a complaint of unfair dismissal by a former police officer. The complaint is therefore dismissed.
2. The complaint of failure to make reasonable adjustments was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.

Approved by:

Employment Judge Cawthray

10 June 2025

JUDGMENT SENT TO THE PARTIES
ON

17 July 2025

Kacey O'Brien
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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/