



EMPLOYMENT TRIBUNALS

Claimant: Mr J Hewitt

Respondent: Newport City Council

Heard at: Cardiff (on CVP) **On:** 18 September 2025

Before: Employment Judge C Sharp
(sitting alone)

Representation:

Claimant: In person (supported by Ms J Lowsley)

Respondent: Mr M Puar (Counsel)

JUDGMENT

1. The judgment of the Tribunal is that the Claimant's claim of unfair dismissal was brought outside of the statutory time limit under s111 Employment Rights Act 1996. Further, the Tribunal found that it was reasonably practicable for the Claimant to have brought the claim in time, and also that the further period taken to present the claim was not reasonable.

Employment Judge C Sharp

Dated: 18 September 2025

JUDGMENT SENT TO THE PARTIES ON

29 September 2025

Adam Holborn
FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

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.

Public access to employment tribunal decisions

Judgments 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>