



EMPLOYMENT TRIBUNALS

Claimant: Miss T. Mlambo

Respondents: (1) Kokio Health Care Ltd
(2) Mr N. Khumalo

PRELIMINARY HEARING IN PUBLIC

Heard at: Bury St Edmunds (by videolink (CVP)) **On:** 28 November 2025

Before: Employment Judge McNeill KC (sitting alone)

Appearances

For the Claimant: In person

For the Respondent: Mr Rahman, Legal Consultant

JUDGMENT – PRELIMINARY ISSUE

- (1) The Claimant was employed by the First Respondent under a contract of employment and has the necessary employment status to pursue her claims under the Employment Rights Act 1996 and the Equality Act 2010.
- (2) A preliminary hearing for case management is listed for **12 May 2026 at 10am**. That hearing will be by video link (CVP). The judge at the hearing will finalise a list of issues with the parties and direct what steps the parties need to take to prepare for the final hearing.
- (3) The final hearing in this case is listed to take place at the **Employment Tribunals, Radius House, 51 Clarendon Road, Watford WD17 1HP** on **16, 17, 18 and 19 February 2027**. Having consulted with the parties and having considered the issues in the case, I determined that the case was suitable to be heard by a Judge sitting alone. The case will start on the first morning at 10 am and the parties should attend the Tribunal by 9.30 am.

Approved by:

Employment Judge McNeill KC

Dated: 28 November 2025

Sent to the parties on:

15 December 2025

For the Tribunal Office:

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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.