



# EMPLOYMENT TRIBUNALS

**Claimant:** GERALDINE LUTHER THOMAS

**Respondent :** NORTHUMBRIA HEALTHCARE NHS FOUNDATION TRUST

**Heard at:** Newcastle CFCTC by CVP      **On:** 2nd of February 2026

**Before:** Employment Judge Gowland

## **Representation**

**Claimant:** In person with lay representative Mr Luther-Thomas

**Respondent :** Mr S Proffitt Counsel

# JUDGMENT

1. Mrs. Luther-Thomas' claim of unfair dismissal is out of time, and the Employment Tribunal has no jurisdiction to hear the claim.
2. It was reasonably practicable for the Claimant to have submitted her claim within the relevant time limit and the Tribunal heard no evidence that would allow an extension of the relevant time limits in this case.

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Employment Judge Gowland

Date: 2<sup>nd</sup> February 2026

### 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.

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