



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8001339/2025

Held in Aberdeen by cloud video platform on 29 April 2026

Employment Judge MacLean

Ms J Yeats

**Claimant
Represented by:
Ms Beedie,
Solicitor**

Mr P Lewtas

**Respondent
Represented by:
Mr Tudor,
Consultant**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Employment Tribunal is:

1. The Tribunal does not have jurisdiction under section 48 of the Employment Rights Act 1996 to consider the complaint that the claimant was subject to a detriment in contravention of section 47B of the Employment Rights Act 1996.
2. The Tribunal does not have jurisdiction under section 111 of the Employment Rights Act 1996 to consider the claimant's complaint of unfair dismissal under section 103A of the Employment Rights Act 1996.
3. It is just and equitable under section 123 of the Equality Act 2010, to exercise the Tribunal's discretion to extend the time limit for presenting the complaints under the Equality Act 2010 until 27 May 2025.

REASONS

Summary reasons were provided to the parties at the final hearing.

Date sent to parties

05.05.2026