



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Alcock  
**Respondent:** Welsh Government  
**Heard at:** Wales Employment Tribunal, by video-link  
**On:** 7 May 2026  
**Before:** EJ E Macdonald

## Representation

**Claimant:** Mr J Alcock (litigant in person)  
**Respondent:** Mr J Edwards of Counsel

# JUDGMENT

1. The complaints of unfair constructive dismissal contrary to ss 94, 95 & 98 Employment Rights Act 1996; automatically unfair constructive dismissal contrary to s 103A Employment Rights Act 1996; and detriment for having made protected disclosures contrary to s 48 Employment Rights Act 1996 are dismissed for want of jurisdiction, having been presented out of time (it having been reasonably practicable for those complaints to have been presented in time).
2. The complaints of discrimination, including in particular those presented contrary to ss 15 and s 20/21 and s 39 Equality Act 2010 are dismissed for want of jurisdiction, having been presented out of time (it being neither just nor equitable to extend time).
3. The complaint of unlawful deductions from wages is dismissed upon withdrawal by the Claimant.

Approved by:

**Employment Judge E Macdonald**

**7 May 2026**

JUDGMENT SENT TO THE PARTIES  
ON

27 May 2026  
Katie Dickson  
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/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)