



EMPLOYMENT TRIBUNALS

Claimant: O P

Respondent: (1) Royal Berkshire NHS Foundation Trust
(2) Ms P O'Neil
(3) Ms C Stewart

RECORD OF A PRELIMINARY HEARING

Heard at: Reading (in private¹; by C.V.P.) **On:** 19 March 2026

Before: Employment Judge George

Appearances

For the claimant: self-representing
For the respondent: Mr L Harris, counsel

JUDGMENT

The complaints of unfair dismissal and unauthorised deduction from wages were not presented within the applicable time limit, but it was not reasonably practicable to do so. The complaints of unfair dismissal and breach of contract were presented within a further reasonable period. The complaints will therefore proceed.

Approved by:

Employment Judge George
28 May 2026

¹ This was a preliminary hearing in accordance with rule 54(2) Employment Tribunal Procedure Rules 2024 which was conducted in private to comply with an order under rule 49 with the exception of the judgment and reasons for the judgment which were pronounced in public.

JUDGMENT SENT TO THE PARTIES ON
2 June 2026

FOR THE TRIBUNAL OFFICE

Notes

Public access to employment tribunal decisions

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.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

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.

The reasons given orally were the summary reasons. A request for written summary reasons was made at the hearing and written summary reasons are provided in a separate document.

As written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/