



EMPLOYMENT TRIBUNALS

Claimant: Mr G Phillips

Respondent: Cardiff County Council

Heard at: Newport by CVP **On:** 6 July 2026

Before: Employment Judge C Sharp
(sitting alone)

Representation:

Claimant: In person
Respondent: Ms R Kelly (Solicitor)

JUDGMENT

The judgment of the Tribunal is that the Claimant's complaint of unfair dismissal is struck out on the basis that it is outside the statutory time limit and it was reasonably practicable to bring the proceedings in time (and if incorrect, the Tribunal would have held that the further period was not reasonable).

Employment Judge C Sharp
Dated: 6 July 2026

JUDGMENT SENT TO THE PARTIES ON
...17 July 2026.....

...C Evans.....
FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

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.

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>