



EMPLOYMENT TRIBUNALS

Claimant: Mrs N Mills

Respondent: East Lancashire Healthcare Trust

Heard at: Liverpool Employment Tribunal (by CVP, remotely)

On: 1 June 2026

Appearances

For the claimant: in person

For the respondent: Ms R Kight (counsel)

JUDGMENT

1. The complaint of **constructive unfair dismissal** was not presented within the applicable time limit under section 111 Employment Rights Act 1996. It was reasonably practicable to do so. The claim is therefore dismissed.
2. The complaints of **discrimination, harassment and victimisation** were not presented within the applicable time limit under section 123 Equality Act 2010. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
3. Consequently, as all the complaints in these proceedings have now been dismissed, the final hearing listed to take place on 24, 25, 26, 27 & 28 May 2027 is cancelled.

Approved by: EJ A Johnson

Employment Judge Johnson

1 June 2026

SENT TO THE PARTIES ON
24 July 2026

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.

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/>