EMPLOYMENT TRIBUNALS

Claimant: Mr U Orazulike

Respondent: Shropshire Community Health NHS Trust

Heard at: Midlands West (by CVP / video) **On:** 26 October 2026

Before: Employment Judge Connolly

Representation

Claimant: In person
Respondent: Ms L Rogers (solicitor)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

1. The claim 6030062/2025 was not presented within the applicable time limit, but it is just and equitable to extend the time limit. The claim will therefore proceed.

2. For the avoidance of doubt, the above was determined on the assumption that the complaints constituted conduct extending over a period and that the period ended at the date of the last act complained of which took place on 3 March 2025. Subject to any decision of the Employment Judge at the final hearing, it will be open to the respondent to argue before the Tribunal at a final hearing of all the evidence that the complaints do not constitute conduct extending over a period and that it is not just and equitable to extend time in respect of acts other than the last act complained of.

Approved By: **Employment Judge Connolly**

On: 26 October 2026

Note

Summary reasons for the Judgment were given orally at the hearing. Written reasons were not requested and will not be provided unless a party makes a written request within 14 days of the sending of this Judgment.