



EMPLOYMENT TRIBUNALS

Claimant: Dr A Razoq

Respondent: The General Medical Council (1)
North West Anglia NHS Foundation Trust (2)

JUDGMENT on OPEN PRELIMINARY HEARING

Heard at: Birmingham **On:** 31 May & 1 June 2018

Before: Employment Judge Lloyd

Appearances

For the claimant: In person
For the 1st respondent: Mr I Hare QC, Counsel, (Day 2)
For the 2nd respondent: Ms I Omambala, Counsel (Day 1 & 2)

JUDGMENT

In relation to the 2nd Respondent: -

All claims by the claimant against the 2nd respondent are dismissed; because,

- 1) No religious discrimination complaint was pleaded in the claimant's ET1.
- 2) No race discrimination complaint was pleaded adequately or at all in the claimant's ET1.
- 3) To the extent that the Claimant wishes to pursue those matters, it would be necessary for him to apply to amend his claim form. That application to amend is made significantly out of time and I dismiss it.
- 4) The claimant's claim of unfair dismissal under s.103A Employment Rights Act 1996 ("ERA") is presented significantly out of time; it was reasonably practicable for him to present any such claim within time.
- 5) I adjudge therefore that there are no claims by the claimant against the 2nd Respondent which are within this Tribunal's jurisdiction.
- 6) **I fully release and dismiss the 2nd Respondent from these proceedings.**

In relation to the first respondent: -

Subject to my following decisions, the claimant's proceedings against the 1st respondent shall continue with liberty to apply on both sides for case management or other orders.

In terms: -

- 7) I dismiss the claimant's application to strike out the first respondent's response.
- 8) I dismiss the claimant's application for amendment to add new individual respondents.
- 9) I allow the claimant's request for further information, strictly in the limited form he has so far submitted.
- 10) I grant the first respondent's application to amend the ET3.
- 11) I grant the first respondent's application to strike out particular (xi) of the claimant's particulars of claim.
- 12) **I direct that a further preliminary hearing for case management** of the remaining claims (against the 1st respondent) shall be listed by the tribunal at the earliest practicable date. The remaining parties shall submit a schedule of their non-availability

Employment Judge Lloyd
30 August 2018