



Case Numbers:
3304185/2018
3304186/2018

EMPLOYMENT TRIBUNALS

BETWEEN

Claimants

CI Dr A Kanapin and

C2 Dr A Samsonova

Respondent

The Chancellor, Masters and Scholars

of the University of Oxford

Public Preliminary Hearing held at
Reading on 8 January 2019

Representation Claimants: Professor L Fradkin, lay representative

Respondent: Ms J Danvers, counsel

Employment Judge Mr SG Vowles (sitting alone)

JUDGMENT

Name of Respondent

- 1 The correct name of the Respondent is The Chancellor, Masters and Scholars of the University of Oxford and the title to the proceedings is amended accordingly.

Consolidation of Claims

- 2 The Claimants each presented a claim of unfair dismissal. The claims give rise to common and related issues of fact and law and it is in the interests of justice that they be heard and considered together.

Unfair Dismissal — section 111 (2) Employment Rights Act 1996

- 3 Both claims were presented after the expiry of the 3 month time limit and there were no grounds to extend the time limit. The Tribunal has no jurisdiction to consider the claims and they are both dismissed.

Costs Orders - rule 76 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

- 4 Costs Orders are made in favour of the Respondent in the sum of £1,375 against the 1st Claimant and £1,375 against the 2nd Claimant. The Claimants are ordered to pay these sums to the Respondent.

Reasons — rule 62 of Schedule 1 to the Employment Tribunals
(Constitution and Rules of Procedure) Regulations 2013

- 5 Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

Employment Judge Vowles 8 January 2019
Sent to the parties on
14 January 2019

for the Tribunal Office