



EMPLOYMENT TRIBUNALS

Claimant: Ms Priya KothandapaniVeni
Respondent: Tower House Surgery
Heard at: Watford Hearing Centre (by cloud video platform)
On: 7 March 2022
Before: Employment Judge Tobin

Representation
Claimant: In person
Respondent: Ms B Samuels (consultant)

JUDGMENT

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was by a video hearing through HMCTS Cloud Video Platform. A face-to-face hearing was not held because the relevant matters could be determined in a remote hearing.

The Judgment of the Employment Tribunal is that:

1. The claimant's claims of discrimination on the grounds of her race and her religion have been presented outside of the time limit contained in s123 Equality Act 2010. Having considered the circumstances, it is not just and equitable to extend time for bringing these complaints.
2. The claimant's claims that she suffered a detriment and/or automatic (constructive) dismissal because she made a protected disclosure and/or for health and safety reasons were presented outside the time limits contained in s48 and s111 Employment Rights Act 1996. It was reasonably practicable for these claims to be presented within the appropriate time

limits. In any event the claim was not presented within such further period as the Tribunal considered reasonable.

3. The Employment Tribunal does not have jurisdiction to hear the complaints brought by the claimant on 3 June 2021. Proceedings are now dismissed.

Employment Judge Tobin

Dated: 7 March 2022

JUDGMENT SENT TO THE PARTIES ON

17/3/2022

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FOR THE TRIBUNAL OFFICE

Note

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

All 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.