



EMPLOYMENT TRIBUNALS

Claimant: Ms C Raison

Respondent: (1) DF Capital Bank Limited
(2) Mr Carl D'Ammassa
(3) Ms Karen D'Souza
(4) Ms Nicole Coll
(5) Reality HR Limited

Heard at: Manchester Employment Tribunal (by CVP)

On: 18 December 2023

Before: Employment Judge Dunlop

Representation

Claimant: Mr Lee Bronze (Counsel)

Respondent: Mr Joseph England (Counsel)

JUDGMENT ON A PRELIMINARY HEARING

1. The Tribunal has no jurisdiction to hear the claimant's complaint of unfair dismissal on the grounds of having made a protected disclosure as it was presented outside the time limit prescribed by s111 Employment Rights Act 1996. That claim is dismissed.
2. The fifth respondent's application to strike out the claimant's claim against it is rejected.
3. The claimant's claims against the third and fourth respondents are dismissed on withdrawal. It is recorded that the basis for the withdrawal was a concession by the first respondent that it is liable for any act of discrimination (currently pleaded) which the Tribunal finds the third or fourth respondent to have carried out against the claimant.

4. The remaining claims will proceed to a further preliminary hearing on a date already notified to the parties.

Employment Judge Dunlop
Date: 18 December 2023

SENT TO THE PARTIES ON
28 December 2023

FOR EMPLOYMENT TRIBUNALS

Notes

In respect of the dismissal of the unfair dismissal claim, reasons for the judgment were given orally at the hearing and written reasons were requested upon handing down of the oral judgment. These will be provided in due course and no further application need be made.

In respect of the strike out application, reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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/>