



## EMPLOYMENT TRIBUNALS

**Claimant**  
**Miss K Wills**

**Respondent**  
**Sanctuary Care Ltd**

### JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**Heard at: Midlands West Employment Tribunal**

**On: 6 January 2020**

**Before: EJ Kelly**

#### **Appearances**

**For the Claimant:** In person

**For the Respondent:** Mr P Keith of counsel

### JUDGMENT

**The judgment of the Tribunal is that:**

1. The claimant's claims are dismissed.

### REASONS

1. The tribunal does not have jurisdiction to hear the claimant's claim of unfair dismissal relating to her dismissal by the respondent in October 2018 because she was reinstated by the respondent. This revived the contract and negated the dismissal, following the decision of the Court of Appeal in *Roberts v West Coast Trains Limited* 2005 ICR 254.
2. The tribunal does not have jurisdiction to consider any of the claims which the claimant wished to bring, being claims for bullying and mistreatment, personal injury and negligence.

3. The claimant's application to amend her claim to add a claim of constructive unfair dismissal relating to her resignation of July 2019 was rejected for reasons given orally.

Signed by: Employment Judge Kelly  
Signed on: 6 January 2020