



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Russell

Respondent: EE Limited

HELD at Newcastle by CVP

ON: 28 July 2022

BEFORE Employment Judge Langridge

REPRESENTATION:

Claimant In person (with Ms J Shaftoe, CWU in a support capacity)
Respondent Ms L Cope, Solicitor

JUDGMENT

1. The claimant's claim of constructive unfair dismissal under the Employment Rights Act 1996 was not made within the time limit specified in section 111 of that Act and accordingly the Tribunal has no jurisdiction to hear it.
2. The claimant's claim for unlawful deductions from wages under the Employment Rights Act 1996 was not brought within the time limits set out in section 23 of that Act and the Tribunal has no jurisdiction to hear it.
3. In the case of both the unfair dismissal and unlawful deductions claims, it was reasonably practicable for the claimant to have brought the claims in time.
4. The claimant's claim under the Equality Act 2010 in respect of disability discrimination was not brought within the time limit set out in section 123 of that Act. It is not just and equitable to extend the period of time for that claim to be submitted and accordingly the Tribunal has no jurisdiction to hear it.
5. All claims are dismissed.

SE Langridge

Employment Judge SE Langridge

Date 1 August 2022

JUDGMENT SENT TO THE PARTIES ON

5 August 2022

Miss K Featherstone
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.

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