



EMPLOYMENT TRIBUNALS

Claimant: Mr C Bryant

Respondent: St Helens Metropolitan Borough Council

Heard at: Liverpool (in public on video) **On:** 24 April 2023

Before: Employment Judge Horne

Representatives

For the claimant: Ms E Skinner, counsel

For the respondent: Mr A Jones, counsel

JUDGMENT AT A PRELIMINARY HEARING

1. Mr Bryant's case is a stable employment case within the meaning of section 2ZA of the Equal Pay Act 1970.
2. The stable employment relationship had not ended by the time Mr Bryant presented his claim. The claim was therefore presented before the qualifying date and the tribunal has jurisdiction to consider it.
3. If, contrary to paragraph 1, Mr Bryant's case were a standard case, the tribunal would still have jurisdiction to consider his claim, because:
 - 3.1. the change on 1 September 2008 in his role title from Clerical Assistant to Overpayments Officer and the changes to his terms and conditions of employment on that date did not amount to the termination of his contract of employment followed by re-engagement under a different contract of employment;
 - 3.2. his claim was therefore presented before the last day on which the claimant was employed in the employment; and
 - 3.3. his claim was therefore presented before the qualifying date.

Employment Judge Horne
24 April 2023

ORDER SENT TO THE PARTIES ON
26 April 2023
FOR THE TRIBUNAL OFFICE

Note: Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date when this order is sent to the parties. If written reasons are provided, they will be published on the tribunal's online register, which is visible to internet searches.