



EMPLOYMENT TRIBUNALS

Claimant: Mr V Bravo

Respondent: Blackpool Teaching Hospital NHS Trust

Heard at: Manchester (by CVP)

On: 3 January 2024

Before: Employment Judge Cookson

REPRESENTATION:

Claimant: Mr Casey (lay representative)

Respondent: Miss Ryan (solicitor)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaints of unfair dismissal and unlawful deduction from wages were not presented within the applicable time limit. It was reasonably practicable to do so. These complaints are therefore dismissed.
2. The complaint of race discrimination was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint is therefore dismissed.

Employment Judge Cookson
4 January 2024

Judgment sent to the parties on:

9 January 2024

For the Tribunal:

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Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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/>