



EMPLOYMENT TRIBUNALS

Claimant: Mrs D Walker

Respondent: Boots Management Services Limited

PRELIMINARY HEARING

Heard at: Midlands (West) (in public; by Skype)

On: 10 June 2020

Before: Employment Judge Camp

Appearances

For the claimant: in person

For the respondent: Mr A Graham, solicitor

JUDGMENT

1. None of the claimant's complaints has been brought out of time.
 - 1.1 Under section 111 of the Employment Rights Act 1996, it was not reasonably practicable for the complaint of unfair dismissal to be presented to the tribunal before the end of the period of three months beginning with the effective date of termination (plus early conciliation extension) and the complaint was presented within a further period the tribunal considers reasonable.
 - 1.2 Under section 123 of the Equality Act 2010, proceedings on the claimant's discrimination complaints were brought after the end of the period of 3 months (plus early conciliation extension) starting with the date of the act to which the complaints relate, but time is extended so that those proceedings were not brought after the end of such other period as the employment tribunal thinks just and equitable.
2. Reasons for this decision were given orally. Written reasons have been requested and will be provided in due course; they do not need to be requested again.

Employment Camp

16 June 2020