



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Mr S Wedlock

and

LHR Airports Limited

**Public Preliminary hearing
held at Reading on**

8 November 2018

Representation

Claimant: In person

Respondent: Mr J French-Williams, counsel

Employment Judge

Mr SG Vowles (sitting alone)

JUDGMENT

Evidence

1. The Tribunal heard evidence on oath from the Claimant and submissions from the Respondent's representative and read documents provided by the parties.

Application to amend

2. It is not just and equitable to allow the claim to be amended by the addition of complaints of disability discrimination and automatically unfair dismissal which were not pleaded in the ET1 claim form presented on 15 March 2017 and which are now presented out of time. The application is refused.
3. The complaints in respect of notice pay and bonus pay will proceed to be considered at the full merits hearing listed below.
4. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

CASE MANAGEMENT ORDERS

Full Merits Hearing

1. With the agreement of the parties, the case is listed for a 1 day full merits hearing before an Employment Judge on **9 August 2019** commencing at 10.00 am at the **Employment Tribunals, 30-31 Friar Street (Entrance in Merchants Place), Reading RG1 1DX**.
2. The Respondent is to provide to the Tribunal 3 copies of the bundle of documents, witness statements and chronology at the start of the hearing.
3. No postponement of the full merits hearing will be granted unless there are exceptional and unforeseen circumstances.

Claims

4. The following claims will be considered by the Tribunal at the full merits hearing. No other claims will be considered without the permission of the Tribunal.
5. Wrongful Dismissal – article 3 Employment Tribunals Extension of Jurisdiction (E&W) Order 1994.
 - 5.1 The Claimant claims 3 months notice pay of £11,900.79 under clause 21 of the contract of employment.
 - 5.2 The Respondent claims that the Claimant was summarily dismissed and is not entitled to notice pay.
6. Breach of Contract - article 3 Employment Tribunals Extension of Jurisdiction (E&W) Order 1994.
 - 6.1 The Claimant claims that he is entitled to a company bonus of £4,174.43.
 - 6.2 The Respondent claims that the Claimant was dismissed and is no longer entitled to receive a bonus payment under the Management Incentive Scheme.

Statement of Loss

7. A statement of loss has already been produced by the Claimant.

Disclosure of Documents

8. No later than **6 December 2018** the parties shall send to each other party a copy of all documents they hold relevant to the matters to be determined at the hearing.

Hearing Bundle of Documents

- 9. No later than **17 January 2019** the Respondent shall send to the Claimant an indexed, paginated bundle of the disclosed documents for use at the hearing.

Chronology

- 10. No later than **17 January 2019** the Respondent shall send to the Claimant a short neutral chronology for the use of the Tribunal at the hearing.

Witness Statements

- 11. The parties shall produce a witness statement for all witnesses to be called to give evidence at the hearing and shall simultaneously exchange with each other all witness statements on **28 June 2019**.

Public Access to Employment Tribunal Judgments

- 12. The parties are informed that all judgments and reasons for 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).

NOTES: CONSEQUENCES OF NON-COMPLIANCE WITH ORDERS

- 1. Failure to comply with an order for disclosure may result on summary conviction in a fine of up to £1,000 being imposed upon a person in default under s.7(4) of the Employment Tribunals Act 1996.
- 2. The Tribunal may also make a further order (an “unless order”) providing that unless it is complied with the claim or the response shall be struck out on the date of non-compliance without further order or the need to give notice or hold a hearing.
- 3. An order may be varied or revoked upon application by a person affected by the order or on the initiative of a judge.

Employment Judge Vowles

Date:8 November 2018

Sent to the parties on:

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For the Tribunals Office