



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Ntiege

**Respondent:** Rotherham Doncaster and South Humber NHS Foundation Trust

**HELD AT:** Leeds By CVP      **ON:** 10 May 2023

**BEFORE:** Employment Judge JM Wade

**REPRESENTATION:**

**Claimant:** In person

**Respondent:** Mr M Stepanous

## PUBLIC PRELIMINARY HEARING

## JUDGMENT

- 1 It was reasonably practicable for the claimant to have presented Employment Rights Act complaints of unfair constructive dismissal, whistleblowing, and unlawful deductions/other payment complaints by 22 October 2022 (one month from the ACAS certificate). Having been presented on 30 December 2022 the Tribunal cannot consider those complaints and they are dismissed for limitation reasons.
- 2 The Tribunal does not think a time limit of a further two months, one week (from 22 October 2022 until 30 December) is just and equitable, to permit the claimant's Equality Act complaints to continue and they too are dismissed for limitation reasons.
- 3 The Tribunal refuses permission to amend the claim form to add the further complaints identified subsequently.
- 4 The proceedings are now at an end and the previously made deposit orders are of no effect.

Employment Judge JM Wade  
10 May 2023

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