



EMPLOYMENT TRIBUNALS

Claimant: Mr S Patel

Respondent: Lancashire Teaching Hospitals NHS Foundation Trust

Heard at: Manchester Employment Tribunal (by video)

On: 28 January 2025

Before: Employment Judge Armstrong

Representation

Claimant: In person

Respondent: Miss Charalambous (a barrister)

JUDGMENT

1. The claim is dismissed because it was not brought within three months of the act to which the complaint relates, it would not be just and equitable to extend time.
2. The final hearing currently listed at Manchester Employment Tribunal on 1, 2, and 3 July 2025 is vacated.

Employment Judge **Armstrong**
Date 27 January 2025

JUDGMENT SENT TO THE PARTIES ON
4 February 2025

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments 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/>