



EMPLOYMENT TRIBUNALS

Claimant: Thomas Manning

Respondent: Princes Limited

Heard at: Southampton **On:** Thursday, 30th January 2020
Employment Tribunal

Before: Employment Judge Mr. M. Salter

Representation:

Claimant: In person, represented by Miss H. White.

Respondent: Mr. T. Gilbert of counsel

JUDGMENT

The Claimant's claim was presented out of time in circumstances where on the evidence it:

- (a) was reasonably practicable to present a claim within time, and, in any event, the claim was not presented within a reasonable period thereafter. As such the Tribunal has no jurisdiction to hear his complaint of constructive dismissal; and
- (b) it is not just and equitable to exercise the tribunal's discretion to extend the time limit for his discrimination claims. The tribunal has no jurisdiction to hear these complaints.

The Claimant's claim is, therefore, dismissed.

Employment Judge Mr. M. Salter

Date: 31 January 2020

Judgment sent to parties: 4 February 2020

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.

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.