



EMPLOYMENT TRIBUNALS

Claimant: Mr K Lawrence

Respondent: Cape Engineering Services Ltd

Heard at: Cardiff **On:** 17 December 2020

Before: Employment Judge R Brace

Appearances

For the Claimant: Mr D Stewart (Counsel)

For the Respondent: Mr S Willey (Solicitor)

JUDGMENT

The ET1 claim form dated 26 September 2018 was submitted out of time for all claims.

It was not reasonably practicable for the Claimant to bring his complaints of unfair dismissal (s.98, s100 and/or s.104 ERA 1996) within the primary time limit in s.111(2)(a) ERA 1996, but the Tribunal is satisfied that the complaints were brought within such further period as the Tribunal considers reasonable. Time is extended.

The Claimant did not bring his disability discrimination complaints within the relevant time limits in 123(1)(a) and (b) EqA 2010 but time is extended for complaints under the EqA 2010 on the basis that it is just and equitable to do so.

Additional jurisdictional issues in relation to time will be determined as a further preliminary issue or as part and parcel of the full merits hearing.

Employment Judge R Brace
Dated: 21 December 2020

Case Number: 1601374/ 2018 (V)

JUDGMENT SENT TO THE PARTIES ON

23 December 2020

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.