



EMPLOYMENT TRIBUNALS

Claimant: Mr Andrew Wilkinson
Respondent: Succession Employee Benefits Solutions Limited
Heard at: Watford Hearing Centre
On: 17 February 2022 and 20 June 2022
Before: Employment Judge Tobin

Appearances

For the claimant: In person
For the respondent: Ms D Grennon (counsel)

JUDGMENT

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was by a video hearing through HMCTS Cloud Video Platform. A face-to-face hearing was not held because the relevant matters could be determined in a remote hearing.

The Judgment of the Employment Tribunal is that:

1. The claimant's claims of unfair dismissal under s94 Employment Rights Act 1996 and wrongful dismissal (i.e. breach of contract) under the Employment Tribunals Extension of Jurisdiction (England & Wales) Order 1994 were presented outside the time limits contained in s111 Employment Rights Act 1996 and s7 Employment Tribunals Extension of Jurisdiction (England & Wales) Order 1994 respectively. It was reasonably practicable for these claims to have been presented within the appropriate time limits. In any event the claims were not presented within such further period as the Tribunal considered reasonable.
2. The Employment Tribunal does not have jurisdiction to hear the complaints brought by the claimant on 23 April 2021. Proceedings are now dismissed.

Employment Judge Tobin

20 June 2022

JUDGMENT SENT TO THE PARTIES ON

1 July 2022

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FOR THE TRIBUNAL OFFICE

Note

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

All 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.