



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr W Hanley

**Respondent:** HBOS PLC

**HELD AT:** Liverpool **ON:** 9 March 2017

**BEFORE:** Employment Judge Shotter

## REPRESENTATION:

**Claimant:** Mr J Heath, solicitor

**Respondent:** Ms H Langford, solicitor

## JUDGMENT

The Judgment of the Tribunal is;

1. The claimant lodged his claim for unfair dismissal and unlawful disability discrimination on 25 August 2016. An employment tribunal shall not consider such complaints unless they are presented before the end of the period of 3 months beginning with the effective date of termination of employment, which was no later than 24 August 2016 taking into account ACAS Early conciliation. It was reasonably practicable for the complaint of unfair dismissal to have been presented before the end of that period of 3 months, and the Tribunal does not have the jurisdiction to consider the complaint of unfair dismissal which is dismissed.
2. The claim contains a complaint of disability discrimination. An employment tribunal shall not consider such a complaint unless it is presented before the end of the period of 3 months beginning when the act complained of was done. It is just and equitable to extend the time limit by 1-day to 25 August 2016 and the Tribunal has jurisdiction to consider the complaint of disability discrimination.

Employment Judge Shotter

Date: 10 March 2017

JUDGMENT SENT TO THE PARTIES ON

17 March 2017

FOR THE TRIBUNAL OFFICE