



# THE EMPLOYMENT TRIBUNAL

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**SITTING AT:** SOUTHAMPTON

**BEFORE:** EMPLOYMENT JUDGE EMERTON (sitting alone)

**BETWEEN:**

Ms N Siraj  
AND  
IBM United Kingdom Limited

Claimant  
Respondent

**ON:** 1 September 2017

**APPEARANCES:**

For the Claimant: Self-represented  
For the Respondent: Mr D Dyal (Counsel)

## **JUDGMENT**

*The judgment of the tribunal is as follows:*

1. The tribunal has no jurisdiction to hear the claims of race and sex discrimination. The claims are out of time and it is not just and equitable to extend time.
2. The claims of race and sex discrimination are dismissed for want of jurisdiction.

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Employment Judge Emerton  
Date 1 September 2017

JUDGMENT SENT TO THE PARTIES ON  
2 September 2017

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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.

Further Note

The claimant has paid, or may have paid, fees in connection with this claim. In *R (on the application of UNISON) v Lord Chancellor [2017] UKSC 51* the Supreme Court decided that it was unlawful for Her Majesty's Courts and Tribunals Service (HMCTS) to charge fees of this nature. HMCTS has undertaken to repay such fees. In these circumstances I shall draw to the attention of HMCTS that this is a case in which fees have been paid and are therefore to be refunded to the claimant. The details of the repayment scheme are a matter for HMCTS.