



EMPLOYMENT TRIBUNALS

Claimant: Mr P Spaughton
Respondent: Capita Business Services Limited
Heard at: Cambridge Hearing Centre
On: 4 October 2018
Before: Employment Judge Foxwell

Representation

Claimant: In person
Respondent: Mr J Wallace (Counsel)

PRELIMINARY HEARING (OPEN) JUDGMENT

1. The Claimant's claim of unfair dismissal was presented outside the time limit contained in section 111(2) of the Employment Rights Act 1996. It was not reasonably practicable to present this claim within that time limit but the Claimant failed to present the claim within a reasonable time of it becoming practicable to do so. Accordingly, the Tribunal does not have jurisdiction and the claim is dismissed.
2. The Claimant's claim of age discrimination was presented outside the time limit contained in section 123 of the Equality Act 2010 and it is not just and equitable to extend time for it. Accordingly, the Tribunal does not have jurisdiction and the claim is dismissed.

Employment Judge Foxwell

JUDGMENT SENT TO THE PARTIES ON

.....04.10.18.....

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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.