



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Shand

**Respondent:** J&J Ormerod PLC

**HELD AT:** Manchester

**ON:** 10<sup>th</sup> January 2019

**BEFORE:** Employment Judge Howard

**REPRESENTATION:**

**Claimant:** In person

**Respondent:** Mr S Chowdhury

## JUDGMENT

The claimant's claims of discrimination because of race and because of disability were submitted beyond the relevant time limit and it is not just and equitable to extend time to allow the claims to proceed.

The Tribunal does not have jurisdiction to determine the claimant's claims of discrimination because of race and of disability and they are struck out.

Employment Judge Howard  
Date 10<sup>th</sup> January 2019

JUDGMENT SENT TO THE PARTIES ON  
14<sup>th</sup> January 2019

FOR THE TRIBUNAL OFFICE

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