



EMPLOYMENT TRIBUNALS

Claimant: Mr A Lal

Respondent: Securitas Security Services (UK) Ltd

Heard at: **Birmingham** **On: 27 and 30 September 2019**

Before: Employment Judge Miller

Representation

Claimant: In person

Respondent: Ms J Bann - solicitor

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim of unfair dismissal is dismissed. The tribunal does not have jurisdiction to hear the claimant's claim for unfair dismissal because
 - a. The Claimant presented his complaint of unfair dismissal out of time.
 - b. It was reasonably practicable for the Claimant to present his claim in time. Time is not extended for its presentation.
 - c. The claimant had not been continuously employed for a period of not less than two years ending with the effective date of termination.

2. The Claimant presented his complaint of race discrimination out of time. It was not just and equitable to extend time for the presentation of the Claimant's claim and the Claimant's claim of discrimination is dismissed.

Employment Judge **Miller**

Date 30 September 2019 JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE

Case No: 1305797/2018

Notes

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

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

