



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

v

Mr J Mandicourt

Snacks International  
Development UK Limited

**Heard at:** Watford

**On:** 19 November 2019

**Before:** Employment Judge McNeill QC

**Appearances**

**For the Claimant:** In person

**For the Respondent:** Mr J Green, Counsel

## JUDGMENT

1. The claimant's claim for unfair dismissal is dismissed on grounds that the claim was presented out of time. Time is not extended because the tribunal it was reasonably practicable for the claimant to bring the claim within the three month primary time limit. In any event, the claimant did not have the two years qualifying service to bring a claim for unfair dismissal.
2. The claimant's claims for victimisation and discrimination because of sexual orientation are dismissed on grounds that the claims were presented out of time and it is not just and equitable to extend time.

\_\_\_\_\_  
Employment Judge McNeill QC

Date: 20 November 2019

Sent to the parties on: .....

.....  
For the Tribunal Office

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party to the Tribunal 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/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.