



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr D Clements**

**v**

**Standard Chartered Bank**

**Heard at:** London Central

**On:** 4 December 2019

**Before:** Employment Judge A James (sitting alone)

## **Representation**

**For the Claimant:** In person

**For the Respondent:** Mr E Kemp, counsel

## **JUDGMENT**

- (1) The tribunal does not have jurisdiction to hear the claimant's breach of contract claim (Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994) because the claimant signed a redundancy agreement, in which he accepted its terms in full and final settlement of any and all claims against the respondent; in so doing he waived his right to bring this breach of contract claim;
- (2) Further, the tribunal does not have jurisdiction to consider his claim because it was submitted outside of the three-month time limit. It would have been reasonably practicable for the claimant to submit the claim in time (by starting Acas early conciliation by 11 April 2019 and then submitting the claim within a month thereafter).
- (3) The claim is therefore dismissed.

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Employment Judge A James  
London Central Region

Dated 4 Dec 2019.

Sent to the parties on:

5/12/2019

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For the Tribunals Office

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.

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