



EMPLOYMENT TRIBUNALS

Claimant: Mr M Uddin

Respondent: Eli Lilly and Company Ltd

Heard at: Southampton **On:** 13 December 2019

Before: Employment Judge Craft

Representation

Claimant: Himself

Respondent: Mr S Wyeth, Counsel

JUDGMENT

Following a Preliminary Hearing

1. The Claimant's claims for a redundancy payment and constructive unfair dismissal within s.95(1)(a) Employment Rights Act 1996 are dismissed because they have no reasonable prospect of success.
2. The Tribunal has no jurisdiction to consider the Claimant's claims of race, religion and age discrimination because those claims have been submitted out of time and it would not be just and equitable for the Tribunal to extend time to consider them. The Tribunal also finds that these claims have no reasonable prospect of success.

Employment Judge Craft

Date 20 December 2019

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.