



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Doherty

**Respondent:** Coultons Estate Agency

**Before:** Employment Judge Jones

**Hearing:** East London Hearing Centre (in private)

**Date:** Monday 6 July 2020

  

**Claimant:** No attendance or representation

**Respondent:** No attendance or representation

## JUDGMENT

The claim is struck out.

## REASONS

1. By a letter dated **19 February 2020** the Tribunal informed the Claimant that there would be a hearing today to determine whether it had jurisdiction to hear his claim as it had been issued outside of the statutory time limit set out in section 23 of the Employment Rights Act 1996.
2. The Claimant failed to attend today's hearing with no notice or explanation to the Tribunal. The Respondent also did not attend.
3. The Claimant's employment terminated on 14 September 2019. The Claimant did not contact ACAS to start the early conciliation process until 20 December 2019. The Claimant does not get the benefit of any extension under the ACAS early conciliation process as he did not start the process until after the three-month time limit for issuing his claim had already expired on 13 December 2019. His claim was not issued until 27 January 2020.

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4. The Claimant failed to attend today's hearing to show why it was not reasonably practicable for him to have brought his claim within the statutory time limit.
5. The Tribunal has no jurisdiction to hear his claim as it is out of time.
6. The Claimant has not attended the hearing and has therefore failed to pursue his claim.
7. The claim is therefore struck out.

**Employment Judge Jones**  
**Date: 7 July 2020**