



EMPLOYMENT TRIBUNALS

Claimant

Mr O Thornton

v

Respondent

Royal Mail Group

Heard at: Bury St Edmunds (by CVP)

On: 15 January 2021

Before: Employment Judge Laidler

Appearances

For the Claimant: In person.

For the Respondent: Miss K Faulkner, Solicitor.

COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals.

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was by Cloud Video Platform (V). A face to face hearing was not held because it was not practicable and no-one requested the same and all issues could be determined in a remote hearing.

JUDGMENT

1. It was reasonably practicable for the claimant to have presented his unfair dismissal claim within the requisite time period. Having been presented out of time the Tribunal does not have jurisdiction to determine the complaint of unfair dismissal which is dismissed.
2. The full merits hearing remains listed for 27 September to 1 October 2021.
3. The respondent has accepted that the claimant satisfies the definition of disability by virtue of anxiety and depression, Borderline Personality Disorder and Attention Deficit and Hyperactivity Disorder. It was agreed at this hearing that Emotionally Unstable Personality Disorder is only another description of these conditions and that consequently the Tribunal does not

need to determine whether the claimant also satisfies the definition of disabled by virtue of that description.

Employment Judge Laidler

Date: 21 January 2021

15.02.2021

Sent to the parties on:

J Moossavi

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For the Tribunal Office

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.