



# EMPLOYMENT TRIBUNALS

**Claimant**

**Mr Andrzej Golinski**

**v**

**Respondent**

**Beijing West Industries UK Ltd**

**Heard at:** Watford by Cloud Video Platform

**On:** 15 February 2021

**Before:** Employment Judge Bedeau

## **Representation**

**For the Claimant:** In Person

**For the Respondent:** Mr G Griffiths-Jones, Solicitor

## **JUDGMENT**

1. It was reasonably practicable for the claimant to have presented his constructive unfair dismissal and breach of contract claims within the extended conciliation period, accordingly they are struck out as the tribunal does not have jurisdiction to hear and determine them.
2. It is not just and equitable to extend time to allow the claimant to proceed with his disability discrimination claims, and they are struck out as the tribunal does not have jurisdiction to hear and determine them having been presented outside the extended conciliation period.

.....  
Employment Judge Bedeau

15 February 2021  
.....

Sent to the parties on:  
24 March 21

For the Secretary to the Tribunals

### 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. Parties must be aware that if written reasons are requested a detailed judgment will be issued which will be on the Tribunals' website to which members of the public have access.