



EMPLOYMENT TRIBUNALS

Claimant: Mr B Sahota
Respondent: Grab Management Services Limited
Heard at: Birmingham (By CVP) On: 10 May 2021
Before: Employment Judge Flood
Appearances:
For the Claimant: Mr O'Callaghan (Counsel)
For the Respondent: Mr Roberts (Solicitor)

This was a remote hearing which had been consented to by the parties. The form of remote hearing was V (by CVP video hearing). A face to face hearing was not held because no-one requested the same and all issues could be determined in a remote hearing. The documents that I was referred to were in an agreed bundle of documents running to 116 pages.

JUDGMENT

1. The complaint of unfair dismissal is dismissed as having been presented out of time. It was presented after the expiry of the statutory time limit which cannot be extended because it was reasonably practicable for the claimant to present his claim within the time limit.
2. The hearing is adjourned for further particulars to be provided on the claimant's discrimination complaints and for evidence and submissions on whether the time limit in section 123 of the Equality Act 2010 should be extended because it is just and equitable in all the circumstances.

Employment Judge Flood
10 May 2021