



EMPLOYMENT TRIBUNALS

Claimant
Mr I Small

v

Respondent
HSL Analytics LLP

Heard at: Central London Employment Tribunal On: 10 May 2021
Before: Employment Judge Norris, sitting alone (via CVP)(V)¹

Representation:

Claimant: In person

Respondent: Mr T Welch, Counsel

JUDGMENT - PRELIMINARY HEARING

1. The Claimant's claim was presented out of time, contrary to section 111(2)(a) Employment Rights Act 1996 ("ERA"). It was reasonably practicable to present it in time.
2. Further, and in any event, it was not presented after the time limit expired within a period that the Tribunal considers reasonable, contrary to section 111(2)(b) ERA.
3. Accordingly, time is not extended and the Tribunal does not have jurisdiction to hear the claim, which is therefore dismissed.

Employment Judge Norris
Date: 10 May 2021
JUDGMENT SENT TO THE PARTIES ON

10/05/2021

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FOR THE TRIBUNAL OFFICE

Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from any party within 14 days of the sending of this record of the decision.

¹ This has been a remote hearing which was consented to/not objected to by the parties. A face-to-face hearing was not held because it was not practicable, no-one requested the same and all issues could be determined in a remote hearing.