



EMPLOYMENT TRIBUNALS

Claimant: Mr M Thornton

Respondent: The Chief Constable of West Mercia Police

PRELIMINARY HEARING

Heard at: Midlands (West) (in public; by CVP)

On: 7 June 2021

Before: Employment Judge Camp

Appearances

For the claimant: in person

For the respondent: Mr D Messling, counsel

JUDGMENT

1. The unfair dismissal and breach of contract claims were presented outside of the relevant primary time limit of 3 months, plus any early conciliation extension, from the effective date of termination of employment. The Tribunal is not satisfied that it was not reasonably practicable for those claims to be presented within that time limit. Those claims therefore fail and are dismissed.
2. No time limits issue arises in relation to the claimant's claim for a statutory redundancy payment.
3. No decision is made on time limits in relation to the claimant's other claims, which are all disability discrimination claims (including complaints of disability-related harassment); a decision will be made at the final hearing.

Employment Judge Camp
08 June 2021

Note: Reasons were given orally. Written reasons will not be provided unless they are asked for by a written request presented by either party within 14 days of the sending of the written record of the decision.