



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr N Fairburn

**Respondent:** 1. The Secretary of State for Business, Energy and Industrial Strategy  
2. Eltrace Limited in voluntary liquidation

**Heard at:** Liverpool in person                      **On:** 2 June 2021

**Before:** Employment Judge Aspinall

## Representation

**Claimant:** in person

**Respondent:** the Secretary of State did not appear but had made written representations in the Response Form

# JUDGMENT

The effective date of termination of the claimant's employment for the purposes of the Employment Rights Act 1996 was 31 December 2018.

The claimant's complaints for a redundancy payment and holiday pay were brought out of time in circumstances in which it was reasonably practicable for him to have brought a tribunal claim. The tribunal has no jurisdiction to hear those complaints out of time.

His complaint against the determination of the Secretary of State for the decision not to award a redundancy payment was brought in time but was not well founded.

All complaints are dismissed.

Employment Judge Aspinall

Date 2 June 2021

JUDGMENT SENT TO THE PARTIES ON

10 June 2021

FOR THE TRIBUNAL OFFICE

Notes

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.

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