



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Smith

**Respondent:** Fluorsid British Fluorspar Limited

**HELD AT:** Manchester

**ON:** 29 June 2021

**BEFORE:** Employment Judge Johnson

## REPRESENTATION:

**Claimant:** Unrepresented (& supported by Mrs S Casswell-Smith)

**Respondent:** Mr M Rudd (counsel)

# JUDGMENT

The judgment of the Tribunal is that:

1. The complaints brought by the claimant were presented more than 3 months after the date of the relevant detriment in April 2020 and/or the effective date of termination on 29 or 30 June 2020, contrary to ss 48(3) and 111(2) Employment Rights Act 1996 respectively.
2. It was reasonably practicable for the claimant to present these complaints before the expiry of the normal 3 month limitation period and accordingly time should not be extended to 7 October 2020 when the claimant first notified ACAS of a potential claim as part of early conciliation.
3. The claimant's claim is therefore dismissed as the Tribunal has no jurisdiction to hear his complaints.
4. The final hearing listed to take place on 9, 10 and 11 February 2022, will now be vacated.

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Employment Judge Johnson

Date 29 June 2021

JUDGMENT SENT TO THE PARTIES ON  
1 July 2021

FOR THE TRIBUNAL OFFICE

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.