



## EMPLOYMENT TRIBUNALS (SCOTLAND)

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**Case No: 4107798/2020 (V)**

**Preliminary Hearing (Public) Held in Glasgow by Cloud-Based Video Platform  
(CVP) on 30 April 2021**

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**Employment Judge Mr. A. Tinnion**

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**Mr. Liam Power**

**Claimant  
Represented by:  
Miss Page, Solicitor**

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**UPS Ltd.**

**Respondent  
Represented by:  
Mr. Miller, Solicitor**

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### **JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

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Upon hearing the oral evidence of the Claimant, Mr. Richard Power and Mr. Gavin Hunter, after hearing the oral submissions of Miss Page for the Claimant and Mr. Miller for the Respondent, for the reasons given orally at the Preliminary Hearing on 30 April 2021, the judgment of the Employment Tribunal (the "**Judgment**") on the following preliminary issues under Rule 53(1)(b) is as follows:

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1. The Claimant's complaint of unfair dismissal has been presented outside the applicable statutory time limit.
2. It was reasonably practicable for the Claimant to have presented his complaint of unlawful dismissal within the applicable statutory time limit.

3. The Employment Tribunal has no jurisdiction over the Claimant's complaint of unfair dismissal.
4. The Claimant's complaint of unfair dismissal is dismissed.

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Note

1. Written reasons for the Judgment will not be provided unless they are asked for by any party at the hearing itself or by a written request presented within 14 days of the sending of the written record of the decision. If no such request is received, the Employment Tribunal shall provide written reasons only if requested to do so by the Employment Appeal Tribunal or a court.

15 Employment Judge: A Tinnion  
Date of Judgement: 30 April 2021  
Entered in register: 10 May 2021  
and copied to parties