



EMPLOYMENT TRIBUNALS

Claimant: Mr J Islam

Respondent: The Office Concierge Company Limited

Heard at: London Central (remotely by CVP)
On: 23 August 2021

Before: Employment Judge Heath

Representation

Claimant: In person

Respondent: Mr N Henry (Litigation Consultant)

JUDGMENT

1. Claims 2201199/2021 and 2201477/2021 are duplicate claims and were considered together.
2. The claimant's claims were not presented within the time limit under section 23(2) and (3) Employment Rights Act 1996 and the claimant did not show that it was not reasonably practicable for him to present the claims within the time limit nor within a reasonable period thereafter. The tribunal therefore did not have jurisdiction to consider the claims, and they are dismissed.

Employment Judge **Heath**

Date 23 August 2021

JUDGMENT SENT TO THE PARTIES ON
23/08/2021.

FOR THE TRIBUNAL OFFICE

Notes

**Case No: 2201199/2021
2201477/2021**

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.