



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr J Oles

AND

Respondent
Aston Martin Lagonda Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL ON AN OPEN PRELIMINARY HEARING

HELD AT Birmingham (remotely, via CVP)

ON 26 July 2021

EMPLOYMENT JUDGE Dimbylow

Representation

For the claimant: Mrs G Oles, Lay Representative (claimant's wife)

For the respondent: Mr M Salter, Counsel

This hearing took place against the background of the coronavirus pandemic; and was conducted remotely by video platform in accordance with safe practice and guidelines.

JUDGMENT

1. The claimant's claim for unfair dismissal was presented out of time. It was reasonably practicable to have presented it in time. I do not extend the time. Therefore, the tribunal has no jurisdiction hear this claim and it is dismissed.

3. The claimant's claims for disability discrimination were presented out of time. They did not form part of a continuing act or a continuing act of omission such as to render them in time. It was not just and equitable to extend the time. Therefore, the tribunal has no jurisdiction to hear these claims and they are dismissed.

Employment Judge Dimbylow
Signed by on 26 July 2021

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 (and no such request was made) 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.