



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Underhay

**Respondent:** Nisbets Plc

**Heard by Cloud video**

**On:** 17 September 2021

**Before:** Employment Judge Reed

**Representation**

**Claimant:** In Person

**Respondent:** Mr D Patel, Counsel

## JUDGMENT

The Judgment of the Tribunal is that:

1. The Claimant's claim of unfair dismissal was not presented to the Tribunal "in time".
2. It was not reasonably practicable for it to have been so presented and it was presented within a further reasonable period, such that it may proceed.
3. The Claimant's claim of age discrimination was not presented "in time" but it is just and equitable that it should go forward.

Employment Judge Reed

Date: 17 September 2021

Judgment sent to the parties: 12 October 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.

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