



Case Number: 3303099/2020

MK

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Mr M Temba

Respondents

1 4PX Express (UK) Ltd

and

2 First Recruitment Limited

Held by CVP and hybrid on 25 May and 8 November 2021

Representation

Claimant:

Mr B Haamabidula,
friend

Respondents:

1 Mr L Grime, Consultant

2 Mr A Mohammed,
Manager

Employment Judge Kurrein

Statement on behalf of the Senior President of Tribunals

This has been a hybrid hearing that has not objected to by the parties. A full face to face hearing was not held because it was not practicable and all issues could be determined in a remote hearing. The documents that I was referred to are in a bundle of 97 pages, the contents of which I have recorded.

JUDGMENT

- 1 The Employment Tribunal has no jurisdiction to hear the Claimant's claims because they were presented out of time and the Claimant has failed to establish, on the balance of probabilities, that:-
 - 1.1 it would be just and equitable to extend time in his favour in respect of his claim alleging age discrimination;
 - 1.2 that it was not reasonably practicable for him to have presented his other claims with the primary limitation period.
- 2 The Claimant's claims are struck out.

Employment Judge Kurrein

8/11/2021

Sent to the parties and
entered in the Register on
26/11/2021
N Gotecha
For the Tribunal

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 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.