



# THE EMPLOYMENT TRIBUNALS

**Claimant:** KALALA KAMANGA AND THREE OTHERS

**Respondent:** OCS GROUP UK LIMITED

**Heard at:** NEWCASTLE UPON TYNE CIVIL AND FAMILY  
TRIBUNAL CENTRE

**On:** TUESDAY 26 APRIL 2022

**Before:** Employment Judge RODGER (sitting alone)

***Representation:***

**Claimants:** Mr Kalala Kamanga (in person and representative)  
**Respondent:** Kirsten Barry (Counsel)

## JUDGMENT

The Tribunal does not have jurisdiction to hear the breach of contract claim brought by John Michael Simpson under claim number 2501530/2021 and it is dismissed.

## REASONS

1. Mr Simpson's claim is for breach of contract. The Tribunal may only consider such a claim where it is outstanding on the date upon which the employee ceases to work for the employer and where it is brought within three months from the effective date of termination of

employment. See articles 3 and 7 of the Employment Tribunals (Extension of Jurisdiction) Order 1994.

2. Ms Barry submitted that the evidence shows that Mr Simpson's employment with the Respondent ceased on 31 March 2022. Mr Kamanga confirmed that Mr Simpson's employment ceased this year, i.e. in 2022.
3. The claim was received by the Tribunal on 23 September 2021 and accordingly is a premature claim and must be dismissed.

**EMPLOYMENT JUDGE  
RODGER**

**Judgment signed by  
Employment Judge on:**

**26 April 2022**

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**Written reasons**

Written reasons will not be provided unless they are asked for by any party at the hearing itself or by a written request presented by any party within 14 days of the sending of the written record of the decision.