



EMPLOYMENT TRIBUNALS

Claimants: Mr David Thorndyke

Respondent: Jaguar Land Rover Limited

HELD AT: Manchester Tribunal
(Via CVP)

ON: Tuesday 15
November 2022

BEFORE: Judge Miller-Varey (sitting alone)

REPRESENTATION:

Claimants: In person

Respondent: Ms Ibbotson (Counsel)

JUDGMENT

The judgment of the Tribunal is that:

1. The claim for unfair dismissal was presented outside the applicable time limit when it was reasonably practicable for it to have been presented in time. There is correspondingly no jurisdiction and it is dismissed.
2. The Claimant's complaints of discrimination were all of them presented outside of the applicable time limit and it is not just and equitable to permit those complaints to proceed out of time. There is correspondingly no jurisdiction and those complaints are also dismissed.

Tribunal Judge Miller-Varey
acting as a Judge of the Employment Tribunal
15 November 2022

JUDGMENT SENT TO THE PARTIES ON
24 November 2022

FOR THE TRIBUNAL OFFICE

Notes

1. 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 (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.

3. 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.