



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Gillard  
**Respondent:** Minster Law Limited  
**On:** 14 and 15 November 2022  
**Before:** Employment Judge McAvoy Newns  
**Heard at:** Leeds Employment Tribunal (via CVP)

**Appearances:**

**For the Claimant:** Mr J Ratledge, Counsel  
**For the Respondent:** Mr I Ahmed, Counsel

## CORRECT JUDGMENT

1. The effective date of termination of the Claimant's employment for the purposes of section 97 of the Employment Rights Act 1996 was 16 December 2021.
2. The Claimant's claims for unfair dismissal and breach of contract were presented outside of the normal time limit prescribed by section 111 of the Employment Rights Act 1996 and Article 7(a) of the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994/1623 respectively. As it was reasonably practicable for the claims to be presented within those time limits, I have not exercised my discretion to consider them. Consequently, they are dismissed.

**Employment Judge McAvoy Newns**

**Case Number: 1802129/2022**

**21 November 2022**

**Sent to the parties on:**

**2 December 2022**

**For the Tribunal:**

*CM Haines*