



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr Karel Malek

v

Amazon UK Services Limited

Heard at: Cambridge

On: 3 April 2023

Before: Employment Judge Tynan

Appearances

For the Claimants: In person

For the Respondent: Mr Adam Ross, Solicitor

JUDGMENT

1. The Claimant's various complaints pursuant to sections 48 and 111 of the Employment Rights Act 1996 that he was subjected to detriments in contravention of section 47B of the Act and automatically unfairly dismissed in contravention of section 103A of the Act are dismissed on the grounds that the Tribunal has no jurisdiction to consider them, his Claim having been presented out of time in circumstances where it was reasonably practicable for the Claim to be presented within the primary time limit applicable to those complaints.
2. There is no claim by the Claimant that he was dismissed by the Respondent in breach of contract. Had the Claimant pursued any such complaint as part of his Claim Form in these proceedings, the Tribunal would have had no jurisdiction to consider it for the same reasons as above, namely his Claim was presented out of time in circumstances where it was reasonably practicable for the Claim to be presented within the primary time limit applicable to any such complaint.

Employment Judge Tynan

Date: 4/4/2023

Sent to the parties on: 12/5/2023

NG - 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.