



# EMPLOYMENT TRIBUNALS

**Claimant: Mr D Phillips**  
**Respondent: John Cotton Group Limited**

## PUBLIC PRELIMINARY HEARING

**Heard at Leeds by CVP video link on: 15 May 2023**

**Before: Employment Judge Shepherd**

### Appearances

**For the claimant: In person**  
**For the respondent: Mr Warren-Jones, solicitor**

## JUDGMENT

The Tribunal has no jurisdiction to hear this claim and it is dismissed. It was not presented to the Tribunal before the end of three months beginning with the effective date of termination and the Tribunal is not satisfied that it was not reasonably practicable for the claim to be presented within that time.

**Employment Judge Shepherd**  
**15 May 2023**