



# EMPLOYMENT TRIBUNALS

**Claimant** Miss N Utjonkova

**Respondent** L. Rowland & Company (Retail) Limited

**Heard at:** Bristol (remotely by video) **On:** 14 June 2023

**Before:** Employment Judge Leverton

## Appearances

For the Claimant: In person

For the Respondent: Mr D Bayne, Counsel

## JUDGMENT

1. It was reasonably practicable for the claims for unfair constructive dismissal and unpaid sick pay to be presented to the employment tribunal before the end of the period of three months beginning with the claimant's effective date of termination – section 111(2) Employment Rights Act 1996; Article 7 Employment Tribunals Extension of Jurisdiction (England and Wales) Order SI 1994/1623.
2. It was reasonably practicable for the claim of whistleblowing detriment to be presented to the tribunal before the end of the period of three months beginning with the date of the last act in the alleged series – section 48(3) Employment Rights Act 1996.
3. It is not just and equitable for the tribunal to extend the three-month time limit for presenting the claims of direct race discrimination and harassment related to race – section 123(1) Equality Act 2010.
4. All the above claims having been presented outside the relevant statutory time limit, and the tribunal having found there to be no grounds to extend time, the tribunal has no jurisdiction to consider the claims and they are accordingly dismissed.

**Case Number: 1401421/2022**

**Employment Judge Leverton**

Date: 15 June 2023

Judgment sent to the Parties: 04 July 2023

FOR THE TRIBUNAL

*Note: Reasons for the decision were given orally at the hearing. Written reasons will not be provided unless a written request is presented by any party within 14 days of the sending of this written record of the decision.*

*The Employment Tribunal is required to maintain a register of all judgments and written reasons. The register must be accessible to the public and is now online. The Tribunal has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register. If you consider these documents should be anonymised in any way, you will need to apply to the Tribunal for an order under Rule 50 of the Rules of Procedure.*