



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Singh  
**Respondent:** Wanis Management Services LLP  
**Heard at:** East London Hearing Centre  
**On:** 2 August 2023  
**Before:** Employment Judge Reid

## **Representation**

**Claimant:** in person (supported by his sister-in-law Ms S Kaur)  
**Respondent:** Ms Churchhouse, Counsel

# JUDGMENT

1. The Claimant's claim of unfair dismissal was presented outside the three month time limit in s111(2)(a) Employment Rights Act 1996 (as extended under s207B(3) Employment Rights Act 1996 for the period of ACAS conciliation); the Tribunal decides that it was reasonably practicable for him to have presented his claim in time and does not extend time under s111(2)(b) Employment Rights Act 1996.
2. The Tribunal therefore cannot hear his claim and it is dismissed.

*The Respondent wished to make an application for costs but there was insufficient time left. The Respondent will make any such application after receipt of the written reasons it has requested.*

**Employment Judge Reid**  
**Dated: 2 August 2023**