



# EMPLOYMENT TRIBUNALS

## Claimant

Langaletu Ndlovu

v

## Respondent

Routeware Limited

**Heard at:** Sheffield (by CVP)

**On:** 29 August 2023

**Before:** Employment Judge James

## Representation

**For the Claimant:** Dr O Taiwo, lay representative

**For the Respondent:** Mr S Brochwicz-Lewinski, counsel

# JUDGMENT OF PRELIMINARY HEARING

- (1) By consent, the name of the respondent is amended to Routeware Limited.
- (2) The claimant's application to amend his claim's dated 1 June 2023 is refused, save insofar as the particulars provides further information about the harassment related to race claims set out in Box 15 of the claim form.
- (3) It was reasonably practicable to submit the claim for unfair dismissal and wrongful dismissal (i.e. breach of contract) claims in time; in any event, the claims were not submitted within a reasonable period thereafter; the Tribunal therefore has no jurisdiction to deal with those claims and they are dismissed.
- (4) The disability discrimination and harassment related to race claims were submitted out of time. The Tribunal therefore has no jurisdiction to deal with those claims and they are dismissed.

Dated: 29<sup>th</sup> August 2023

Sent to the parties on

Date: 8<sup>th</sup> September 2023

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For the Tribunals Office

**Notes**

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.

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