



EMPLOYMENT TRIBUNALS

Claimant: Mrs Christine Rands

Respondent: PCS Legal (A Firm)

Heard at: East London Hearing Centre **On:** 28 September 2023

Before: Employment Judge Suzanne Palmer

Representation

Claimant: In person, assisted by a relative, Mr P Slaymaker

Respondent: Mr R Anderson, Counsel

JUDGMENT

1. The Claimant's complaint of unfair constructive dismissal is dismissed because it was presented to the Tribunal outside the statutory time limit, in circumstances when it was reasonably practicable to present the complaint within time, pursuant to Section 111(2) of the Employment Rights Act 1996.
2. The Claimant's complaint in respect of pay in lieu of notice is dismissed because it was presented to the Tribunal outside the statutory time limit, in circumstances when it was reasonably practicable to present the complaints within time, pursuant to Section 7 of the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994.
3. The Claimant's complaint in respect of unpaid accrued holiday pay is dismissed because it was presented to the Tribunal outside the statutory time limit, in circumstances when it was reasonably practicable to present the complaint within time, pursuant to Regulation 30(2) of the Working Time Regulations 1994.

Employment Judge Suzanne Palmer
Dated: 5 October 2023