



EMPLOYMENT TRIBUNALS

Claimant: Ms F Kaiser

Respondent: Khans Solicitors
Mr Muhammad O Khan

UPON A REFERRAL made by the EAT by letter dated 7 August 2023 to reconsider paragraphs 131 – 134 of the reasons and the judgment dated 12 April 2023, under rule 71 of the Employment Tribunals Rules of Procedure 2013, and without a hearing,

UPON there being no further written representations from either party in response to the Tribunal's invitation dated 18 September 2023 and under rule 73 of the Employment Tribunals Rules of Procedure 2013, and without a hearing,

JUDGMENT ON RECONSIDERATION

1. The Complaints of sex harassment against Imitiaz Ali were issued outside of the statutory time limit at section 123 Equality Act 2010 and we do not exercise our discretion to extend time on a just and equitable basis.
2. The Tribunal has no jurisdiction to hear the complaints against Mr Ali. The Reasons have been amended accordingly.
3. The Tribunal confirms the rest of the judgment promulgated on 12 April 2023.
4. The remedy hearing will be relisted and a Notice of Hearing will be sent to the parties in due course.

Employment Judge Jones
Dated: 29 September 2023