



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr F Kovacs

**Respondent:** Voluntary Norfolk

**Heard at:** Bury St Edmunds (in person)      **On:** 19 October 2023

**Before:** Employment Judge Laidler

## Representation

**Claimant:** In Person

**Respondent:** Ms S Harty, Counsel

# JUDGMENT

- 1. The claim of unfair dismissal contrary to the Employment Rights Act 1996 is dismissed as the claimant did not have 2 years qualifying service.**
- 2. The claim of disability discrimination is dismissed as having been presented out of time and it not being just and equitable to extend time.**

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Employment Judge Laidler

Date : 20 October 2023

JUDGMENT SENT TO THE PARTIES ON

11/12/2023

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FOR THE TRIBUNAL 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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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.