



EMPLOYMENT TRIBUNALS

Claimant: Mr R Costello

Respondent: North Tyneside Council

Heard at: Newcastle CFCTC by CVP **On:** 17 January 2024

Before: Employment Judge Arullendran

Representation:

Claimant: In person

Respondent: Mr Robert Dunn (counsel)

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. The claim of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The claim of unfair dismissal is therefore dismissed.
2. The claim of notice pay was not presented within the applicable time limit. It was reasonably practicable to do so. The claim of notice pay is therefore dismissed.
3. The claim for a holiday pay was not presented within the applicable time limit. It was reasonably practicable to do so. The claim of holiday pay is therefore dismissed.
4. The claim for a redundancy payment was not presented with the applicable time limit. The claimant has not satisfied any of the requirements in section 164 (1) of the Employment Rights Act 1996. The claimant is therefore not entitled to a redundancy payment and claim is dismissed.

Employment Judge Arullendran

Date: 17 January 2024

Note: This has been a remote hearing which has not objected to by the parties. The form of remote hearing was video. A face to face hearing was not held because it was not practicable, no-one requested the same and all the issues could be determined in a remote hearing.

Note: Reasons for the judgment having been given orally at the hearing and no request for written reasons having been made at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

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

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>