



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr B Blake

Respondent
P Flannery Plant Hire (Oval) Ltd

JUDGMENT MADE AT A PRELIMINARY HEARING

HELD AT Birmingham

ON 30 January 2024

EMPLOYMENT JUDGE Hughes

Representation

For the Claimant: Miss T Sandiford, Counsel

For the Respondent: Mr D Gray-Jones, Counsel & Miss V Dass, Solicitor

JUDGMENT

- 1 The Employment Tribunal has no jurisdiction to hear the claimant's claims for unfair dismissal and for wrongful dismissal in breach of contract because it was reasonably practicable for them to be presented in time. Those claims are dismissed.
- 2 The claim for a redundancy payment was presented in time and is the subject of a separate case management Order.

Signed by Employment Judge Hughes on 30 January 2024

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.

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/>