



EMPLOYMENT TRIBUNALS

Claimant: Mr R Jones

Respondent: Meggitt Aerospace Limited

Heard at: Birmingham (by CVP) **On:** 9 February 2024

Before: Employment Judge Edmonds

Representation

Claimant: Mrs M Page (claimant's partner)

Respondent: Mr G Price (counsel)

JUDGMENT

1. The complaint of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of unfair dismissed is therefore dismissed.
2. The complaint of breach of contract was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of breach of contract is therefore dismissed.
3. The complaint of disability discrimination was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint is therefore dismissed.
4. The claimant's complaint of failure to pay a a statutory redundancy payment was brought within the applicable time limit and can proceed.

Employment Judge Edmonds

9 February 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/>