



EMPLOYMENT TRIBUNALS

Claimant: Mr. S. R. Binns

Respondent: King Lifting Ltd.

RECORD OF AN OPEN PRELIMINARY HEARING

Heard at: Employment Tribunal at Watford

On: 27 February 2024

Before: Employment Judge Coll

Appearances:

For the Claimant: self-representing

For the Respondent: Ms. Matthews, HR Manager for the Respondent

JUDGMENT

Upon hearing evidence from the Claimant and submissions from the Claimant and Ms. Matthews:

1. The Tribunal does not have jurisdiction to hear the Claimant's claim in the ET1 for unfair dismissal as he did not have the requisite 2 year length of service.
2. The Tribunal does not have jurisdiction to hear the Claimant's other claims in the ET1, namely race discrimination, Working Time Regulations (Annual Leave) relating to holiday pay, breach of contract relating to notice pay and Wages Act relating to arrears of pay as they were presented outside the time limits prescribed by statute, and it was not just and equitable to extend the time.
3. All the claimant's claims are therefore dismissed due to lack of jurisdiction.

Case Number: 3309380/2023

Employment Judge Coll

Dated: 15 March 2024

Sent to the parties on:

21/3/2024

For the Tribunal: N Gotecha