



EMPLOYMENT TRIBUNALS

Claimant	Respondent
Mr J Kuetembo	Humankind Charity

Heard at: Watford Employment Tribunal (by Cloud Video Platform)

On: 16 April 2024

Before: Employment Judge French

Appearances:

For the Claimant: In person

For the Respondent: Ms J Linford, Counsel

JUDGMENT

1. 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.
2. The complaint of wrongful dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of wrongful is therefore dismissed.
3. The complaints of direct discrimination because of race and sex were 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 tribunal does not have jurisdiction to hear a complaint of defamation and the complaint is dismissed.

Employment Judge French

16 April 2024

Sent to the parties on:

21/05/2024

For the Tribunal

N Gotecha

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/>