



EMPLOYMENT TRIBUNALS

Claimant: Mr K Delaney

Respondent: Lookers Motor Group Limited

Heard at: Manchester by cvp

On: 17 May 2024

Before: Employment Judge Cookson

REPRESENTATION:

Claimant: in person

Respondent: Mr R Lassey (counsel)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim of unfair dismissal was not made within the time limit set out in Section 111 of the Employment Rights Act 1996. It was reasonably practicable for the claimant to have brought his claim within three months of the effective date of his termination of his employment and in the circumstances the Employment Tribunal has no jurisdiction to consider this claim.

Employment Judge Cookson

21 May 2024

JUDGMENT SENT TO THE PARTIES ON

3 June 2024

FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request 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.

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/>