



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Hughes

**Respondent:** Esure Services Ltd

**Heard at:** Manchester (by CVP)

**On:** 3 June 2024

**Before:** Employment Judge Serr

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr G Murphy (Solicitor)

## PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant's complaints of sex discrimination were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
2. The claimant's application to amend his claim to add additional claims of sex discrimination is refused.
3. The claimant's complaint of unfair dismissal remains listed for hearing on 12- 14 November 2024 before a Judge alone via CVP.

**Employment Judge Serr**  
**3 June 2024**

Judgment sent to the parties on:  
14 June 2024  
For the Tribunal:

**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](http://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/>