



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R D Harper

**Respondent:** Jaguar Land Rover

**Heard at:** Liverpool

**On:** 10 June 24

**Before:** Employment Judge Buzzard

## REPRESENTATION:

**Claimant:** In Person

**Respondent:** Miss L Kaye (Counsel)

## PRELIMINARY HEARING JUDGMENT

1. The claimant's claims of unfair dismissal and for unpaid holiday pay were not presented within the applicable time limit. It was reasonably practicable to do so. These claims are therefore dismissed.
2. The claimant's claims of discrimination were not presented within the applicable time limit. The claimant has no reasonable prospect of establishing that it is just and equitable to extend the time limit for bringing the claim. His discrimination claim is therefore struck out under Employment Tribunal Rule 37(1)(a).

**Employment Judge Buzzard**  
**10 June 2024**

Judgment sent to the parties on:  
24 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/>