



EMPLOYMENT TRIBUNALS

Claimant: Mr G Mboko

Respondent: Partnerships In Care Limited

RECORD OF A PRELIMINARY HEARING

Heard at: Watford (by Cloud Video Platform) **On:** 29 July 2024

Before: Employment Judge T Brown

Appearances

For the claimant: Mr J Nthini, representative
For the respondent: Ms N Willson, representative

JUDGMENT

- (1) The Claimant's complaint of unfair dismissal is dismissed on the ground that he had not been continuously employed for two years ending with the effective date of termination and therefore did not have the right not to be unfairly dismissed.
- (2) The Claimant's eight complaints that the respondent's alleged failures to comply with his data subject access requests were direct race and sex discrimination were presented in time and the Tribunal has jurisdiction (in relation to time limits) to hear them.
- (3) The Claimant's remaining complaints under the Equality Act 2010 were presented out of time and it is not just and equitable to extend time. Accordingly, the Tribunal has no jurisdiction to consider them.
- (4) The Claimant's complaint of wrongful dismissal was presented out of time and it was reasonably practicable for the claimant to have presented that complaint in time. Accordingly, the Tribunal has no jurisdiction to consider it.

Employment Judge T Brown
05 August 2024

Case Number: 3304934/23

Sent to the parties on: 8 August 2024

For the Tribunal:

L TAYLOR-HIBBERD

Reasons for the Employment Tribunal's decision having been given orally on 29 July 2024, and no request for written reasons having been made at the hearing, written reasons will not be provided unless a written request is presented by a party within 14 days of the sending of this written record of the decision.