



EMPLOYMENT TRIBUNALS

Claimant: Mr E Tropp

Respondent: Tesco Stores Limited

Heard at: Midlands West

On: 15 July 2024 (in person); 20 August 2024 (by CVP – submissions and Judgment)

Before: Employment Judge C Knowles

Representation
Claimant: Ms M Wisniewska (HR Consultant)
Respondent: Ms R Senior (Counsel)

JUDGMENT

1. The claims of unfair dismissal and breach of contract were not presented within the applicable time limit. It was reasonably practicable to do so. The claims of unfair dismissal and breach of contract are therefore dismissed.
2. The claimant did not present his last complaint of race discrimination (related to dismissal on 25 January 2023) within the applicable time limit, but it is just and equitable to extend the time limit. The claim of direct race discrimination will therefore proceed.

Employment Judge **C Knowles**

Date 21 August 2024

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/>