



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr L Bayes

**Respondent:** BAE SYSTEMS MARINE LIMITED

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

**On:** 27 August 2024

**Before:** Employment Judge Cookson

## REPRESENTATION:

**Claimant:** Mr S Walker (solicitor)

**Respondent:** Mrs G Holden (counsel)

## PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

1. The claim of unfair dismissal was not presented within the applicable statutory limit following an effective date of termination of 10 July 2023.
2. The claimant does not seek to argue that it was not reasonably practicable for the claim to be submitted within the statutory time limit and in those circumstances the unfair dismissal claim is therefore dismissed.

**Employment Judge Cookson  
27 August 2024**

Judgment sent to the parties on:  
30 August 2024

.....  
For the Tribunal:

**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 (apart from judgments under rule 52) 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/>