



EMPLOYMENT TRIBUNALS

London South Employment Tribunal
13th August 2024 (video)

Claimant: Carolyn Smith
Respondent: The London Fire Commissioner

Open preliminary hearing

Before: Judge M Aspinall (sitting alone as an Employment Judge)
Appearances: Ms C Smith in person
Miss J Whiteley, Solicitor for Respondent

JUDGMENT

1. The correct name of the Respondent is agreed to be The London Fire Commissioner.
2. The Claimant's claim is struck out as it was brought 388 days beyond the 3 month statutory time limit for submitting an Employment Tribunal claim.
3. Having carefully considered the parties' submissions; I am not satisfied there was any reasonable explanation provided for the considerable delay in bringing the proceedings. Further, I do not find there was a continuing course of conduct or series of similar acts that would render the claim in time.
4. Considering all the circumstances, I do not find that it is just and equitable to exercise my discretion to extend the time limit. The significant delay means the claim falls outside the Tribunal's jurisdiction and must be struck out.

Judge M Aspinall
Tuesday, 13th August 2024

Written reasons

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