



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr N Skinner

**Respondent:** (1) Peter Graf Von Der Pahlen  
(2) A1 Home Emergency 247 Limited

**Heard at:** Cardiff (in person) **On:** 23 September 2024

**Before:** Employment Judge R Evans

## Representation

Claimant: In person  
Respondent: Did not attend

# JUDGMENT

1. Following a Preliminary Hearing (in public) on 23 September 2024 the Tribunal determined:
  - a. the effective date of termination was 14 March 2023 and that the Claimant ought reasonably to have known that;
  - b. the “*cut-off*” date for any acts complained of for the purpose of this complaint to the Tribunal was 25 August 2023 and that any matters occurring before that date were potentially out of time;
  - c. the Claimant was not permitted to amend his claims to include a complaint of unfair dismissal as he lacked the statutory qualifying period;
  - d. in respect of the complaints pursuant to the *Equality Act (EqA) 2010*, they were not brought within the prescribed time limit pursuant to *section 123 EqA 2010* and there was no just and equitable basis to extend the time limits for the same; and

- e. in respect of the complaint for holiday pay, that were not brought within the prescribed time limit and there is no basis to conclude that it was not reasonably practicable to bring the complaint within time.
2. The consequence of the aforementioned is that the proceedings are struck out in their entirety.

.....  
**Signed by Employment Judge R Evans**

**23 September 2024**

JUDGMENT SENT TO THE PARTIES ON

29 October 2024 .....

Lauren Franks .....  
FOR THE TRIBUNAL OFFICE

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**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.

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