



# EMPLOYMENT TRIBUNALS

## Claimant

Inacinha Tellis

## Respondent

Sainsbury's Supermarkets Ltd

v

**Heard at:** Bury St Edmunds

**On:** 9 October 2024

**Before:** Employment Judge K J Palmer (sitting alone)

## Appearances

**For the Claimants:** Mr Andrew Rose (Trade Union Official)

**For the Respondent:** Mr Welch (Counsel)

## JUDGMENT Pursuant to a Preliminary Hearing

1. The Claimant's claim was presented outside the time limit dictated by Section 111(2) of the Employment Rights Act 1996 and it was reasonably practicable to present a claim in time. The Tribunal therefore has no jurisdiction to hear the Claimant's claim and it is dismissed.

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Employment Judge K J Palmer

Date: 30 October 2024

Sent to the parties on:  
14 November 2024

For the Tribunal Office

### Note:

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](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 is likely to be payable in most but not all circumstances. 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/>