



EMPLOYMENT TRIBUNALS

Claimant: Mr D Osborne-James

Respondent: Divine Signs Ltd

Heard at: Manchester (by CVP video) **On:** 2 January 2025

Before: Employment Judge Parkin

Representation

Claimant: In person

Respondent: Mr D Smith, Counsel

JUDGMENT AT A PRELIMINARY HEARING

The Judgment of the Tribunal is that the claimant's unfair dismissal claim was presented out of time but it was reasonably practicable for him to present it in time. It is dismissed for want of jurisdiction.

Employment Judge Parkin

Date: 2 January 2025

JUDGMENT SENT TO THE PARTIES ON
7 January 2025

FOR THE TRIBUNAL OFFICE

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/>