



# EMPLOYMENT TRIBUNALS

**Claimant:** John Grimshaw

**Respondent:** Openreach Limited

**Heard at:** London South ET via CVP (video)

**On:** 21 February 2025

**Before:** Employment Judge Beckett

**Appearances:**

For the claimant: in person

For the respondent: Ms Jervis (solicitor)  
Ms Brookes (paralegal)  
Ms Khan (paralegal)

## JUDGMENT

1. The complaints of unfair dismissal and wrongful dismissal were not presented within the applicable time limit. It was reasonably practicable to do so.
2. The claims of unfair dismissal and wrongful dismissal are therefore dismissed.

Approved By  
**Employment Judge Beckett**  
Dated: 21 February 2025

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Sent to Parties.  
27 February 2025

**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 Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions).