



EMPLOYMENT TRIBUNALS

Claimant: Mr D King

Respondent: Kingston upon Hull City Council

Heard at Sheffield by video **ON: 1 May 2025**

BEFORE: Employment Judge Brain

REPRESENTATION:

Claimant: Mrs E Young, friend

Respondent: Ms C Brook-Ward, counsel

JUDGMENT AT A PRELIMINARY HEARING

The Judgment of the Employment Tribunal is that:

The claimant presented his claim to the Tribunal outside the limitation period in section 111 of the Employment Rights Act in circumstances where it was reasonably practicable for him to have been presented in time. Accordingly, the Tribunal has no jurisdiction to consider his complaint of constructive unfair dismissal.

Approved by Employment Judge Brain

Date: 6 May 2025

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 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/>