



EMPLOYMENT TRIBUNALS

Heard at: London South **On:** 19 June 2025

Claimant: Mr O Turay

Respondent: Equans E&S Solutions Limited

Before: Employment Judge Ramsden

Representation:

Claimant Miss S Tharoo, Counsel

Respondent In person

JUDGMENT ON A PRELIMINARY ISSUE

1. The Claimant has no reasonable prospect of persuading the Tribunal at the Final Hearing that his claims were presented in time. The Claim is struck out pursuant to Rule 38(1)(a) of the Employment Tribunal Procedure Rules 2024.
2. The hearing listed for 29 September to 2 October 2025 is vacated.
3. The Respondent's application for costs is refused.

Employment Judge **Ramsden**

Date: **19 June 2025**

JUDGMENT SENT TO THE PARTIES ON

27 June 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/>