



EMPLOYMENT TRIBUNALS

Claimant: Mr Srikanth Kanapathipillai

Respondent: Morrisons

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Watford Employment Tribunal (by CVP)

On: 18 August 2025

Before: Employment Judge Kelly (sitting alone)

Appearances

For the claimant: In person

For the respondent: Mr Nacif of counsel

JUDGMENT

The judgment of the Tribunal is that:

The claimant's claim is dismissed because the Tribunal does not have jurisdiction to consider it because it was started after the due date as per s111(2) Employment Rights Act 1996. The claimant has not shown that it was not reasonably practicable for the complaint to be presented before the end of the period of three months beginning with the effective date of termination of employment.

Employment Judge Kelly

Approved on 18 August 2025

Sent to the parties on: 10 September 2025

For the Tribunal

Note

Written reasons will not be provided unless 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.