



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr R J Martin

v

Marshall Land Systems Limited

Heard at: Cambridge

On: 1 October 2025

Before: Employment Judge Tynan

Appearances

For the Claimant: In person

For the Respondent: Mr G Gaselee, Solicitor

JUDGMENT

1. The Claimant's effective date of termination of employment was 7 March 2024.
2. The Claimant's claim is dismissed on the grounds that the Tribunal has no jurisdiction to consider it, the claim having been presented six days out of time on 6 July 2024 in circumstances where it was reasonably practicable for the claim to be presented by him within the primary time limit applicable to the claim.

Approved by:

Employment Judge Tynan

Date: 1 October 2025

Sent to the parties on:
.24 October 2025.....

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For the Tribunal Office

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 is likely to be payable in most but not all circumstances. 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/>