



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Smith

**Respondent:** FCDO Services

**Heard at:** Watford (by CVP) **On:** 25 November 2025

**Before:** Employment Judge Davidson

## REPRESENTATION:

**Claimant:** Mr N Males, Union representative

**Respondent:** Mr S Crawford, Counsel

## PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

The claim was not presented within the applicable time limit. It was reasonably practicable to do so. The claim is therefore dismissed.

Employment Judge Davidson

**Employment Judge Davidson**  
**25 November 2025**

Judgment sent to the parties on:

15 December 2025

For the Tribunal:

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.