



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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.