



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs V Malone

v

Ingram Micro UK Ltd

Heard at: Cambridge

On: 14 January 2026

Before: Employment Judge Tynan

Appearances

For the Claimant: In person

For the Respondent: Ms L Wittington, Counsel

JUDGMENT

1. The Claimant's effective date of termination of employment was 24 September 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 out of time on 27 March 2025 in circumstances where it was reasonably practicable for the claim to be notified to ACAS and presented by her to the employment tribunals within the primary time limit applicable to the claim.

Approved by:

Employment Judge Tynan

Date: 15 January 2026

Sent to the parties on:
26 January 2026.....

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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/>