



EMPLOYMENT TRIBUNALS

Claimant: Mr P Sharpe

Respondent: Office for National Statistics

Heard at: Liverpool

On: 28 July 2021 (on Cloud Video Platform) and 24 September 2021 (in person)

Before: Employment Judge Horne

Representatives

For the claimant: in person

For the respondent: Ms S Cummings, counsel

JUDGMENT

1. This paragraph relates to the complaints of disability discrimination set out in table form in the Case Management Order sent to the parties on 25 August 2021. Allegation numbers refer to rows in that table. In respect of those complaints:
 - 1.1. It is undisputed that Allegations 17 to 23 were raised in the claim forms and do not require an amendment to the claim.
 - 1.2. Allegation 24 does not require an amendment to the claim. The claim form in claim 2401010/2010, read as a whole, could be reasonably understood as including that complaint.
 - 1.3. The remaining complaints require an amendment to the claim. Permission to amend is refused.
2. The tribunal has no jurisdiction to consider the complaints of unlawful deduction from wages, breach of the Working Time Regulations 1998 and the claim for damages for breach of contract, because:
 - 2.1. These complaints were presented after the expiry of the statutory time limit;
 - 2.2. It was reasonably practicable for these complaints to have been presented before the time limit expired; and
 - 2.3. In any event, they were not presented within such further period as the tribunal considered reasonable.

3. The tribunal has no jurisdiction to consider Allegations 17 to 24 of disability discrimination. These complaints were presented after the expiry of the statutory time limit. The claimant did not present the claims within such other period as the tribunal considered just and equitable.
4. The claims are therefore dismissed.

Employment Judge Horne
24 September 2021

ORDER SENT TO THE PARTIES ON
5 October 2021

FOR THE TRIBUNAL OFFICE

Note – reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date on which this judgment is sent to the parties. If written reasons are provided, they will be published on the tribunal's online register, which is visible to internet searches.