



# EMPLOYMENT TRIBUNALS

**COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals**

**This has been a remote hearing which has been not objected to by the parties. The form of remote hearing was V (fully – all remote). A face-to-face hearing was not held because it was not practicable and all issues could be determined in a remote hearing. The documents that I was referred to comprised of a bundle of 55 pages.**

**Claimant**

**Respondent**

v

Ms M Sam

Compass Group UK & Ireland Ltd

**Heard at:** Watford (CVP)

**On:** 22 March 2021

**Before:** Employment Judge Smeaton

**Appearances**

**For the Claimant:** In person, with assistance from Ms Soko

**For the Respondent:** Mr J Byrne, Solicitor

## JUDGMENT

The Tribunal does not have jurisdiction to consider the Claimant's complaint of unfair dismissal since the claim was presented outside of the time limit imposed by s.111(2) Employment Rights Act 1996 and it was reasonably practicable to have presented it within the time limit, alternatively it was not presented within a reasonable period of time thereafter. The claim is therefore dismissed.

\_\_\_\_\_  
Employment Judge Smeaton

Date: 22 March 2021

29/03/2021

Sent to the parties on: .....

J Moossavi

.....  
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.

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Judgments 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.