



EMPLOYMENT TRIBUNALS

Claimant Mr R Khan
Respondent Richard Ian Smith (Himmat)
Heard at: Leeds
Before: Employment Judge JM Wade
On: 16 August 2018

Representation:
Claimant: In person
Respondent: Mr A Green (solicitor)

PUBLIC PRELIMINARY HEARING JUDGMENT

- 1 The claimant's complaints of unfair dismissal and race discrimination are struck out because they were not presented within the relevant time limits and the Tribunal cannot determine them.
- 2 On the application of the respondent the claimant shall pay to the respondent the sum of £300, summarily assessed as the contribution which he can reasonably pay towards the respondent's wasted legal costs arising from the adjournment.

Dated: 16 August 2018

Employment Judge JM Wade

Note: This judgment will be available to the public on line soon after it is sent to the parties. Reasons having been delivered to the parties at the hearing, they will only be typed if a written request is made within 14 days of this record being sent to the parties.