



EMPLOYMENT TRIBUNALS

Claimant

Ms I Cetin

Heard at: Watford

Before: Employment Judge Manley

Representation

For the Claimant: In person

For the Respondent: Mr P Mohamudally, solicitor

Respondent

London Borough of Islington

On: 2 January 2020

PRELIMINARY HEARING JUDGMENT

- 1 The claims for unfair dismissal and breach of contract were presented out of time and the claimant has not shown that it was not reasonably practicable to have presented the claims in time.
- 2 Even if it had not been reasonably practicable to present the claims in time, the claimant has not presented them within such further period as was reasonable.
- 3 There was no conduct extending over a period linking the reference given in August 2018 to any matters prior to dismissal in July 2015 and the race discrimination claim was also presented out of time.
- 4 It is not just and equitable to extend time for the race discrimination claim to be heard.
- 5 The tribunal has no jurisdiction to hear the claims and they are all dismissed.
- 6 Even if I had been minded to extend time for any of the claim or parts of them to proceed, I would have struck the claims out as a fair trial is not possible, give the very long delays.

Employment Judge Manley

Dated 2 January 2020

Sent to the parties on:

2 January 2020

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For the Secretary to the Tribunals

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.