



# THE EMPLOYMENT TRIBUNAL

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**SITTING AT:** LONDON SOUTH

**BEFORE:** EMPLOYMENT JUDGE MORTON  
Sitting alone

**BETWEEN:**

**Mr K Patel**

**Claimant**

AND

**Govia Thameslink Railway**

**Respondent**

**ON:** 23 July 2021

**Appearances:**

**For the Claimant:** In person

**For the Respondent:** Mr M Humphreys, Counsel

## **JUDGMENT**

1. The Claimant's claims of unfair dismissal and breach of contract were presented outside the statutory three-month time limits set out in s111(2)(a) Employment Rights Act 1996 and Article 7 Employment Tribunal Extension of Jurisdiction Order 1994 respectively. The Claimant has not shown that it was not reasonably practicable for the claims to be presented in time.
2. The Claimant's claims of discrimination were presented outside the statutory three-month time limit set out in s123(1) Equality Act 2010 (as extended by ACAS early conciliation) and the Claimant has not shown any reason why it would be just and equitable to extend time.

3. The Tribunal does not therefore have jurisdiction to hear the Claimant's claims which are hereby dismissed.

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Employment Judge Morton  
Date: 3 August 2021

**Notes**

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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