



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Miss A Achmal**

**v**

**Incipio Group Limited**

**Heard at:** London Central (by video)

**On:** 7 December 2023

**Before:** Employment Judge P Klimov (sitting alone)

**Representation:**

**For the Claimant:** in person

**For the Respondent:** Ms E Sweetman, solicitor

## JUDGMENT

1. The claimant's claim was presented outside the period of three months starting with the date of the act to which the complaint relates.
2. It is not just and equitable to extend time.
3. Accordingly, the Tribunal does not have jurisdiction to consider the claim.
4. The claim is dismissed for want of jurisdiction.

**Employment Judge Klimov**

7 December 2023

Sent to the parties on:

07/12/2023

For the Tribunals Office

**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.

**Public access to employment tribunal decisions**

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.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>