



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr Gurleen Singh

v

Royal Bank of Canada

Heard at: London Central (in person)

On: 3 April 2024

Before: Employment Judge P Klimov (sitting alone)

Representation:

For the Claimant: in person

For the Respondent: Ms K Balmer, of Counsel

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of unfair dismissal is therefore dismissed.
2. The complaint of disability discrimination (failure to make reasonable adjustments) was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint of disability discrimination (failure to make reasonable adjustments) is therefore dismissed.
3. It follows, the claimant's entire claim is dismissed for want of jurisdiction.

Employment Judge Klimov

3 April 2024

Sent to the parties on:

11 April 2024

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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 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/>