



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Hugh Geohagen

**Respondent:** Abellio London Limited

**Heard at:** London South (Croydon)      **On:** 28 November 2017

**Before:** Employment Judge John Crosfill

## Representation

Claimant: Mr John Neckles, a trade union representative.

Respondent: Mr P Mills, a consultant with Backhouse Jones Solicitors Limited

# JUDGMENT

1. The Claimant's claims of unfair dismissal contrary to Section 94 and 98 and his alternative claims under Section 103A and 104 of the Employment Rights Act 1996 were not presented within the time limit imposed by Section 111(2) of the same Act and are accordingly dismissed.
2. The Claimant's claims brought under Section 11 and 12 of the Employment Relations Act 1999 were not presented within the time limit imposed, in respect of the former by Sub-Section 11(2) of the Employment Relations Act 1999 or in respect of the latter by Sections 48(3) or Section 111(2) of the Employment Rights Act 1996 and are accordingly dismissed.
3. The Claimant's claims for direct discrimination and victimisation contrary to Sections 13, 27 and 39 of the Equality Act 2010 were not presented within the time limit imposed by Section 123 of the Equality Act 2010 and are accordingly dismissed.
4. The Claimant's claim for wrongful dismissal brought pursuant to the Employment Tribunals (Extension of Jurisdiction) Order 1994 was not brought within the time limit imposed by Regulation 7 of that Order and is accordingly dismissed.

Employment Judge John Crosfill  
Date 28 November 2017

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.