



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Oakley

**Respondent:** Mitie Ltd

**Heard by cloud video** On: 30 October 2020

**Before:** Employment Judge Reed

**Representation**

Claimant: In person

Respondent: Ms C Meenan, counsel

## JUDGMENT

The judgment of the tribunal is that

- 1 The claimant's claim of unfair dismissal was not presented to the tribunal "in time"
- 2 It was reasonably practicable for it to have been so presented and it is therefore dismissed
- 3 The claimant's claim of disability discrimination was not presented to the tribunal in time and it is not just and equitable that it should proceed
- 4 The claimant's claims are therefore dismissed in their entirety.

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Employment Judge  
Date 25 November 2020

JUDGMENT SENT TO THE PARTIES ON  
.....25 November 2020.....  
.....

FOR THE TRIBUNAL OFFICE

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.