



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Andrzej Tomala  
**Respondent:** Crown Promotional Packaging UK Ltd

## PRELIMINARY HEARING

**Heard at:** Nottingham  
**On:** 10 January 2020  
**Before:** Employment Judge Jeram (sitting alone)  
**Representation:**  
**Claimant:** Mr Monzein (lay representative)  
**Respondent:** Mr N Singer (Counsel)

## JUDGMENT

1. The claim of unfair dismissal was presented outside the time limit for doing so in circumstances where it was reasonably practicable for it to be presented in time; the claim is dismissed.
2. The claims of race discrimination were more than three months after the date of the last act to which the complaints relate. It is not just and equitable to extend time; they are dismissed.

\_\_\_\_\_  
Employment Judge Jeram  
Date: 10 January 2020

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL 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.