



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr C Roche

v

Royal Mail Group Ltd

Heard at: London Central (by video)

On: 15 April 2024

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

Representation:

For the claimant: **Mr Ian Taylor**, union representative

For the respondent: **Ms Zakia Tahir**, solicitor

JUDGMENT

The judgment of the Tribunal is as follows:

The claim was not presented within the applicable time limit, but it was not reasonably practicable to do so. The claim was presented within a further reasonable period. The claim will therefore proceed.

Employment Judge Klimov

15 April 2024

Sent to the parties on:

25 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/>