



EMPLOYMENT TRIBUNALS

Claimant: Miss N Jackson

Respondent: Royal Mail Group Limited

AT A PUBLIC PRELIMINARY HEARING

Heard at: Leeds by CVP video conferencing **On:** 4th February 2025
Before: Employment Judge Lancaster

Representation

Claimant: In person

Respondents: Ms M Brislen, solicitor

JUDGMENT

1. The complaints were all presented out of time and it was either reasonably practicable for them to have been presented within the period of 3 months as extended by ACAS early conciliation or it is not just and equitable to extend time.
2. The claim is dismissed because the Tribunal therefore has no jurisdiction to hear it.

EMPLOYMENT JUDGE LANCASTER

DATE 4th February 2025

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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

Case: 6008555/2024

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/>