



EMPLOYMENT TRIBUNALS

Claimant: Mr Kwame Francis

Respondent: Oaks Estate Agents

Heard at: London South **On:** 19 May 2023

Before: Employment Judge Khalil (sitting alone)

Appearances

For the claimant: in person

For the respondent: Ms Chong, Solicitor

JUDGMENT

The Tribunal declined jurisdiction to hear the claimant's claims for unauthorised decisions, holiday pay and breach of contract as the claim was presented out of time and it was reasonably practicable for the claims to have been presented in time – S.23 Employment Rights Act 1996 and S.7 Extension of Jurisdiction Order 1994 and Regulation 30 Working Time Regulations 1998.

The Tribunal declined jurisdiction to hear the claimant's claim for age discrimination as the claim was presented out of time and it was not just and equitable to extend time – S.123 Equality Act 2010

Reasons were given at the time and written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

Public access to Employment Tribunal decisions

All 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.

Employment Judge Khalil
19 May 2023