



EMPLOYMENT TRIBUNALS

Claimant: Mr AbdElfattah
Respondent: Profile Security Services Limited
Heard at: Watford Employment Tribunal
On: 10th March 2023
Before: Employment Judge Shrimplin

Representation
Claimant: litigant in person
Respondent: Ms Plews (counsel)

JUDGMENT

1. The claim for redundancy payment is dismissed following the withdrawal of that claim by the claimant.
2. The claims for discrimination because of race on or about the 10th April and 16th April 2022 were included within the ET1 and were therefore made within statutory time limits.
3. The effective date of termination was found to be the 23rd January 2022. The claimant's claims for unfair dismissal and for monies owed for notice pay, holiday pay, arrears of pay and other pay were made outside the statutory time limits. The Claimant has not shown that it was not reasonably practical to have brought the claims in time and there was therefore no jurisdiction to hear them. Those claims are therefore dismissed.

Employment Judge K Shrimplin

Date: 15th March 2023

Sent to the parties on: 19.3.2023

GDJ
For the Tribunal Office

Note

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.

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Case No: 3309854/22

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