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EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4102857/2023 (V)

Public Preliminary Hearing held in Glasgow ET (CVP) on 26 July 2023

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Employment Judge Tinnion

Mr. Stephen Martin

Claimant
In person

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Balfour Beatty Group Employment Ltd.

Respondent
Represented by
Ms. S. Ismael
(Counsel)

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JUDGMENT

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1. The Claimant's claim for a statutory redundancy payment under ss.163-164 of the Employment Rights Act 1996 was presented in time. This claim shall proceed to a final merits hearing.

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2. The Claimant's claim of unfair dismissal under ss.94-98 of the Employment Rights Act 1996 was not presented in time in circumstances where it was reasonably practicable for it to have been presented in time. This claim is struck out under Rule 37(1)(a) (no reasonable prospect of success).

3. The Claimant's breach of contract claim (wrongful dismissal/notice pay) was not presented in time in circumstances where it was reasonably practicable for it to have been presented in time. This claim is struck out under Rule 37(1)(a) (no reasonable prospect of success).

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NOTE

1. Reasons for the Judgment having been given orally at the hearing, written reasons will not be provided unless a request is made by either party at the hearing or within 14 days of the date the Judgment is sent to the parties. If
5 no timely such request is received, the Tribunal will provide written reasons only if requested to do so by the Employment Appeal Tribunal or a court.

2. This Judgment will be published online after it has been sent to the parties.

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Employment Judge: A Tinnion
Date of Judgment: 27 July 2023
Entered in register: 28 July 2023
15 **and copied to parties**