



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Kinsey  
**Respondent:** Top Tubes Ltd  
**Heard at:** Birmingham Employment Tribunal via CVP  
**On:** 9 July 2021  
**Before:** Employment Judge Noons

## Representation

Claimant: Did not attend  
Respondent: Mr S Gittins of Counsel

# JUDGMENT

The Judgment of the Tribunal is that:

1. It was reasonably practicable for the claimant to have submitted his claim for unfair dismissal within the statutory time limits for doing so (taking into account the impact of the ACAS early conciliation provisions).
2. The claimant failed to submit his claim within the time limit. The claim for unfair dismissal was submitted out of time and the tribunal has no jurisdiction to hear these claims.
3. The claim for unfair dismissal is dismissed.

Employment Judge Noons

9 July 2021

## 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.