



EMPLOYMENT TRIBUNALS

Claimant: Mr James Cadman

Respondent: AECOM Limited

PRELIMINARY HEARING

Heard at: Birmingham Employment Tribunal (via CVP)

On: 24th January 2022

Before: Employment Judge Steward (sitting alone)

Appearances

For the claimant: In Person

For the respondent: Miss Barsam (Counsel)

JUDGMENT

- (1) The claim was presented outside of the primary time limit in section 111(2)(a) of the Employment Rights Act 1996 of 3 months, plus any early conciliation extension, from the effective date of termination of employment. The tribunal is not satisfied that it was not reasonably practicable for the claim to be presented within that time limit. The claim therefore fails and is dismissed.

24th January 2022

EJ Steward

Sent to the parties on:

For the Tribunal: