



EMPLOYMENT TRIBUNALS

PUBLIC PRELIMINARY HEARING BY VIDEO

Claimant: Mrs L Ayre

Respondent: DMA Law Limited

Heard: Remotely (by video) **On:** 8 July 2021

Before: Employment Judge S Shore

Appearances

For the claimant: Mr D Ayre, Lay Representative

For the respondent: Ms A Gumbs, Counsel

JUDGMENT

1. The claimant did not present her claim of unfair dismissal before the end of the period of three months (including any pause in calculating time due to early conciliation) beginning with the effective date of termination, as required by section 111(2)(a) of the Employment Rights Act 1996 when it was reasonably practicable for her to have done so. The Tribunal therefore has no jurisdiction to hear her claim of unfair dismissal pursuant to sections 94 and 98 of the Employment Rights Act 1996. Her claim is struck out. The Tribunal finds that the effective date of termination was 24 August 2020.

Note: This has been a remote hearing. The parties did not object to the case being heard remotely. It was not practicable to hold a face to face hearing because of the Covid19 pandemic.

Employment Judge Shore
8 July 2021

Note

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.