



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Hadjipaulis  
**Respondent:** Royal Mail Group Plc  
**Heard at:** East London Hearing Centre (by telephone)  
**On:** 18 November 2021  
**Before:** Employment Judge Burgher

## Appearances

**For the Claimant:** In person  
**For the Respondent:** Mr S Harte

*This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was A by telephone BT Meet Me.*

## JUDGMENT

1 The Tribunal does not have jurisdiction to consider the Claimant's complaint for unfair dismissal because it has not presented within the 3 month time limit provided by section 111 of the Employment Rights Act 1996. It was reasonably practicable for him to have done so.

2 The Claimant's claim is therefore dismissed.

Employment Judge Burgher  
Date: 18 November 2021