



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Sandocan Stan  
**Respondent:** Tesco PLC  
**Heard at:** East London Hearing Centre (by Cloud Video Platform)  
**On:** 19<sup>th</sup> October 2022  
**Before:** Employment Judge Travers

## Representation

Claimant: In Person  
Respondent: Mr Platts-Mills, counsel

***This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.***

## JUDGMENT

1. The primary time limit for the claimant to submit his claim commenced on 5<sup>th</sup> December 2021 and expired on 4<sup>th</sup> March 2022. The claimant did not submit a request for early conciliation until 14<sup>th</sup> March 2022 which was after the expiry of the primary time limit. The claimant received an early conciliation certificate on 19<sup>th</sup> April 2022 and his claim form was received by the tribunal on 17<sup>th</sup> May 2022. It was 74 days out of time.

2. The tribunal heard evidence from the claimant and delivered a decision with oral reasons at the end of the hearing. In all the circumstances of the case the tribunal does not consider it just and equitable to extend the time for submission of the claim. The tribunal therefore has no jurisdiction to hear the claim and the claim is dismissed.

**Employment Judge Travers**  
**Date: 15<sup>th</sup> November 2022**