



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Mr C Riley

And

**Respondent**  
Compass Group UK and Ireland Ltd

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL ON AN OPEN PRELIMINARY HEARING

**HELD AT** Birmingham **ON** 5 June 2018

**EMPLOYMENT JUDGE Dimbylow**

### Representation

**For the claimant: Mr M Riley, claimant's father and Lay Representative**

**For the respondent: Miss T Vittorio, Employment Law Consultant**

## JUDGMENT

1. By consent, the name of the respondent is amended from Compass Group to Compass Group UK and Ireland Ltd.
2. By consent, the claims for: (1) unfair dismissal, and (2) a redundancy payment are dismissed upon withdrawal by the claimant.
3. The claim for unlawful deduction from wages was presented out of time. It was reasonably practicable for it to have been presented in time. I do not extend the time. Therefore, the tribunal has no jurisdiction to hear this claim and it is dismissed.
4. The claims for breach of contract over: (1) failure to pay holiday pay and (2) failure to give notice or payment in lieu thereof were presented out of time. It was reasonably practicable for them to have been presented in time. I do not extend the time. Therefore, the tribunal has no jurisdiction to hear these claims and they are dismissed.
5. The claims for discrimination because of the protected characteristics of: (1) age and (2) race were presented out of time. They did not form part of a continuing act to render them in time. It is not just and equitable to extend the time. Therefore, the tribunal has no jurisdiction to hear these claims and they are dismissed.

Signed by  
Date:

**Employment Judge Dimbylow**  
5 June 2018

Note: Although reasons for the decision were given orally at the hearing, written reasons will also be provided, as soon as conveniently possible, as a request for them was made by the claimant at the end of the hearing.