



# EMPLOYMENT TRIBUNALS

and

**Claimant**

**Respondents**

Mr M Kutrzeba

(1) Travis Perkins plc  
(2) BSS Group Limited

## At a Hearing

Held at: Leicester

Before: Employment Judge R Clark

On: 7 March 2019

### Representation

**For the Claimant:**

**In Person**

**For the Respondents:**

**Ms L Randell, HR.**

The decision of the Employment Tribunal is as follows.

## JUDGMENT

1. The claims of discrimination on grounds of religion or belief and race are dismissed. The claims were not presented in time and it is not just and equitable to extend time.
2. The claims of unfair dismissal, breach of contract, unlawful deduction from wages and payment for accrued annual leave are dismissed. The claims were not presented within 3 months of the relevant date in circumstances where it was reasonably practicable for them to have been so presented. In any event, the further period of time elapsing before they were presented was not reasonable.
3. The claimant's claim for a redundancy payment is dismissed upon withdrawal.

Case number: 2601208/2018

.....

Employment Judge R Clark  
Date: 8/3/2019

JUDGMENT SENT TO THE PARTIES ON

.....

AND ENTERED IN THE REGISTER

.....  
FOR SECRETARY OF THE TRIBUNALS

**Reasons having been given orally at the hearing, written reasons will not be provided unless they were asked for at the hearing or are requested in writing within 14 days of the date of this judgment being set to the parties.**