



EMPLOYMENT TRIBUNALS

Claimant: Mr M. Carter

Respondents: YMCA

Heard at: Watford

On: 6 March 2020

Before: Employment Judge McNeill QC

Representation

Claimant: Mr G. Carter, Claimant's father

Respondent: Ms S. Bull, Solicitor

JUDGMENT - OPEN PRELIMINARY HEARING

1. The Claimant's claim to the Tribunal for arrears of pay, whether correctly characterised as a claim for unlawful deductions pursuant to section 23 of the Employment Rights Act 1996 (ERA) or a claim for breach of contract pursuant to the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994 (the Order) and section 3 of the Employment Tribunals Act 1996, was brought outside the three month time limit applicable to such claims, as extended by the Acas early conciliation period ("the relevant period").
2. The Claimant did not satisfy the Tribunal, pursuant to section 23(4) of the ERA or Article 7 of the Order that it was not reasonably practicable for him to present his claim before the end of the relevant period.
3. The Claimant's claim is therefore dismissed.
4. The Claimant having confirmed that he does not pursue a claim for unfair dismissal (to which the same time limits would in any event have applied), no other claims are outstanding over which the Tribunal has jurisdiction.

Employment Judge McNeill QC

Dated: 6 March 2020

JUDGMENT SENT TO THE PARTIES ON

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09/03/2020
FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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.