



EMPLOYMENT TRIBUNALS

Claimant
Mr D Vincent

v

Respondent
One Stop Stores Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL AT OPEN PRELIMINARY HEARING

Heard: By CVP (Birmingham)

On: 2 September 2020

Before: Employment Judge Lloyd

Representation

For the Claimant: In person

For the Respondent: Mr N Singer, Counsel

JUDGMENT

The tribunal's judgment is that:

- 1) The claimant's claims of unfair dismissal, breach of contract, unpaid wages and holiday pay and race discrimination shall be dismissed forthwith in their entirety, on the grounds that;
 - a) All the said claims were presented out of time and the tribunal does not have jurisdiction, and in particular,
 - b) In relation to the claims of unfair dismissal, breach of contract, unpaid wages and holiday pay, it was reasonably practicable for the claimant to have commenced those claims within the prescribed time limits,
 - c) In relation to the claim of race discrimination, the claim was presented out of time and it is not just and equitable for time to be extended to permit the claim to proceed.
- 2) The claimant has never presented a claim of whistleblowing detriment or made any application to the tribunal to amend his proceedings to include such a claim.

Employment Judge B Lloyd
03 September 2020