



EMPLOYMENT TRIBUNALS

Claimant: Ms T Carter

Respondent: Vision Bus Ltd

HELD AT: Liverpool (by CVP) **ON:** 13 October 2020

BEFORE: Employment Judge Shotter (sitting alone)

REPRESENTATION:

Claimant: In person

Respondent: Mr B Jones, counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim for unlawful deduction of wages and unspecified outstanding monies received by the Tribunal on 13 May 2020 was not presented before the end of the period of 3 months beginning with 28 January 2020, the effective date of termination of employment following ACAS Early Conciliation that took place on the 13 May 2020. The Tribunal is satisfied that it was reasonably practicable for a complaint to be presented before the end of that period of 3 months and the complaint was not presented within such further period as the Tribunal considers reasonable. The Tribunal does not have the jurisdiction to consider the complaint on unlawful deduction of wages and unspecified outstanding money, which are dismissed.
2. The claimant's claim contains a complaint of disability discrimination brought under section 20-22 of the Equality Act 2020, presented to the Tribunal after the end of the period of 3 months beginning when the act complained of was done (or is treated as done) being approximately 13 January 2020. The complaint is out of time and all the circumstances of the case, it is not just and equitable to extend the time limit and the claim is dismissed.

3. The claimant did not have two years continuous employment to bring a claim of constructive unfair dismissal, and the Tribunal does not have the jurisdiction to consider her complaint of unfair dismissal which is dismissed.

Employment Judge Shotter 13.10.20

JUDGMENT SENT TO THE PARTIES ON
2 November 2020

FOR THE TRIBUNAL OFFICE

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