



## EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**

Miss L Coltman

and

**Respondents**

R1 – Active Assistance Limited  
R2 – Active Assistance (UK) Group Limited  
R3 – Staff Management Limited t/a Active Assistance

**Private Preliminary Hearing held by video link (CVP) at Reading on:** 17 March 2021

**Appearances:**

**For the Claimant:**

Mr A Roberts, counsel

**For the Respondents:**

Mr T Perry, counsel

**Employment Judge:**

Vowles (sitting alone)

## JUDGMENT

### Submissions

1. The Tribunal heard a submission by Mr Roberts and read documents provided by the parties and determined as follows.

### **Reconsideration of Rejection of Claims under Rule 13 of Schedule 1 to the Employment Tribunals Rules of Procedure 2013**

2. The Claimant's application for reconsideration of the rejection of claims against the 1<sup>st</sup> and 3<sup>rd</sup> Respondents on 4 November 2019 was granted.
3. The decision to reject was wrong under Rule 13(1)(a) and it is revoked.
4. The ACAS Early Conciliation Certificate issued on 17 September 2019 naming Active Assistance (UK) Group as the prospective Respondent was sufficient to cover all 3 of the Respondents, including the claim against the 1<sup>st</sup> and 3<sup>rd</sup> Respondents. There was an error in relation to the names of the Respondents such that it would not be in the interests of justice to reject the claims within the meaning of Rule 12(2A).

5. Accordingly the claims against all 3 Respondents were valid and the date of presentation of the claim in respect of all 3 Respondents was 17 October 2019. The claims are accepted in full.
6. The Respondents' application for strike out of the claims as being outside the jurisdiction of the Tribunal by reason of time limits, based upon the rejection and later rectification on 20 June 2020, is therefore refused.

**Dismissal of Claim no. 3325869/2019**

7. Claim no. 3325869/2019 is dismissed upon withdrawal by the Claimant.

**Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013**

8. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

**Public Access to Employment Tribunal Judgments**

9. The parties are informed that all judgments and reasons for judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the Claimant and Respondent.

*I confirm that this is my Judgment in the case of Miss L Coltman v Active Assistance Limited and others case nos. 3324356/2019 and 3325869/2019 and that I have dated and signed by electronic signature.*

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Employment Judge Vowles  
Date: 17 March 2021

Sent to the parties on:

7 April 2021

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For the Tribunals Office