



EMPLOYMENT TRIBUNALS

Claimant

Mr L Commey

v

Respondent

Compass Group Limited

Heard at: Norwich (by CVP)

On: 04 March 2021

Before: Employment Judge Postle

Appearances

For the Claimant: In person.

For the Respondent: Miss Pugh, HR Consultant.

COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals.

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was by Cloud Video Platform (V). A face to face hearing was not held because it was not practicable and no-one requested the same and all issues could be determined in a remote hearing.

JUDGMENT

1. It was reasonably practicable to have issued the claim under the Employment Rights Act 1996 for unfair dismissal within the 3 month period and therefore that claim is dismissed as the Tribunal has no jurisdiction.
2. The claimant's claim under the Equality Act 2010 for the protected characteristic of race was issued 170 days outside the 3 month period required under the Equality Act 2010 and there being no reasons advanced by the claimant justifying the Tribunal exercising its discretion to extend time under the just and equitable principle.

Employment Judge Postle

Date: 17 March 2021

Sent to the parties on: 1 July 2021

Case Number: 3303845/2020 (V)

S. Bhudia

For the Tribunal Office

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.