



EMPLOYMENT TRIBUNALS

Claimant: Mr O Gregory

Respondent: Mr James Haworth trading as Cuppacino Bistro

Heard at: Manchester

On: 21 April 2022

Before: Employment Judge Porter (sitting alone)

Representation

Claimant: In person

Respondent: Mr J Hassells, solicitor

JUDGMENT

The judgment of the Tribunal is that:

1. The correct name of the respondent is Mr James Haworth trading as Cuppacino Bistro.
2. Each of the claims was presented out of time.
3. It was reasonably practicable to present the claims on time.
4. The application for an extension of time to present the claims of unfair dismissal, unlawful deduction from wages and unpaid holiday pay is refused.
5. The claims of unfair dismissal, unlawful deduction from wages and unpaid holiday pay are hereby dismissed.

6. It is not just and equitable to extend the time for presentation of the claim of age discrimination.
7. The claim of age discrimination is hereby dismissed.

Employment Judge Porter

Date: 21 April 2022

JUDGMENT SENT TO THE PARTIES ON

4 May 2022

FOR THE TRIBUNAL OFFICE

Note

1. This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was Code V, the judge, the parties and each of the witnesses attending by CVP. A face-to-face hearing was not held because it was not practicable and all issues could be determined in a remote hearing.
2. 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.

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.