



EMPLOYMENT TRIBUNALS

BETWEEN: Mrs C Hodgson-Mullings **and** The Care Quality Commission
Claimant **Respondent**

Heard at: Leeds **on:** 15 May 2023

Before: Employment Judge Cox

Representation

Claimant: In person

Respondent: Mr Smith, barrister

JUDGMENT AT PRELIMINARY HEARING

1. The Claimant was not a fixed-term employee.
2. All allegations under the Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002 therefore fail and are dismissed.
3. The claim of race discrimination in pay is dismissed, having been presented outside the ordinary time limit of 3 months and not within another just and equitable period.
4. The following allegations are dismissed on the ground that they have no reasonable prospect of success:
 - 4.1 The claim of breach of contract in relation to the quantum of the Claimant's VES payment
 - 4.2 The claim for accrued holiday pay due on termination of employment

4.3 The claim for unauthorised deduction of wages for the period from 1 October to 30 November 2022

4.4 The claim for breach of the equality clause in relation to pay.

Employment Judge Cox
Date: 15 May 2023

Note: Reasons for this Judgment having been given orally at the Preliminary Hearing, written reasons will be provided only if requested by a party in writing within 14 days of this record of the decision being sent to the parties.