



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Samira Kamara

**Respondent:** Compass Group UK & Ireland Ltd

**Heard at:** London South via CVP On: 22 August 2023

**Before:** Employment Judge Krepski

**Representation:**

**Claimant:** In person

**Respondent:** Ms Loombe – Employment Law Partner

## JUDGMENT

1. It was reasonably practicable for the Claimant's claim for holiday pay to have been brought within the required time period. As it was not brought within the required time period, the claim is dismissed.
2. The Claimant's race discrimination claim was presented out of time, but it is just and equitable to extend time from the last act of pleaded discrimination which took place in December 2021.

3. For the avoidance of doubt, the Tribunal found a *prima facie* case that there was conduct extending over a period but leaves substantive determination of the issue for the full merits hearing.

Employment Judge Krepski

05/09/2023

Notes

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.

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