



EMPLOYMENT TRIBUNALS

Claimant:
Mr J Thorpe

v

Respondent:
Compass Group UK & Ireland Ltd

Heard at: London (South) (via CVP)

On: 2 September 2024

Before: Employment Judge Fredericks-Bowyer

Appearances

For the claimant: Did not Attend

For the respondent: Ms A Ralph (Employment Specialist at the respondent)

JUDGMENT AT PUBLIC PRELIMINARY HEARING

1. On the respondent's application, the respondent name is amended to Compass Group UK & Ireland Ltd.
2. The hearing continued in the absence of the claimant under Rule 47 Employment Tribunal Rules of Procedure 2013. Before continuing, the Tribunal was satisfied that:-
 - 2.1. the claimant had notice of the hearing;
 - 2.2. the claimant had not complied with orders in relation to providing documents in disclosure and witness evidence;
 - 2.3. the claimant has not made contact with the respondent in preparation for the hearing;
 - 2.4. the claimant gave no warning or reasons for non-attendance; and
 - 2.5. the claimant could not be contacted during the hearing.

3. The claimant's claim for unfair dismissal is dismissed because he was not an employee of the respondent and so he has no standing to advance that claim.
4. The claimant's claim for notice pay was brought outside of the primary time limit and the claimant has provided no evidence which would justify an extension of time under s111(2)(b) Employment Rights Act 1996; the Tribunal has no jurisdiction to hear that claim and so it is also dismissed.
5. For the avoidance of doubt, it is recorded that none of the complaints advanced under this claim number survive this judgment.

Employment Judge Fredericks-Bowyer
2 September 2024