



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Michael Assante Di Cupillo

**Respondent:** Mr Wayne Chadwick

## FINAL HEARING

**Heard at:** Birmingham (in public)

**On:** 24 April 2018

**Before:** Employment Judge Camp (sitting alone)

### Appearances

For the claimant: written representations only

For the respondent: Mr G Bealey, lay representative (consultant)

## JUDGMENT

- (1) The claimant's claim is dismissed because:
  - (a) the respondent was not his employer;
  - (b) the tribunal has no jurisdiction because: the claim was presented outside of the relevant time limits; the claimant did not go through the early conciliation process before starting the claim and there was no valid basis for not doing so.
- (2) The tribunal has not made any decision about the potential claim against the claimant's former employer, York Hogroast Limited, trading as The York Roast Co.
- (3) Reasons for the above decision were given orally at the hearing. Written reasons will only be provided if asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

Employment Judge Camp  
24 April 2018