



EMPLOYMENT TRIBUNALS

Claimant: Mr A Salter

Respondent: Harry Ramsden's Limited

HELD AT: Manchester

ON: 28 November 2018

BEFORE: Employment Judge Franey (sitting alone)

REPRESENTATION:

Claimant: In person

Respondent: Miss A Smith (Counsel)

JUDGMENT

1. The complaints of unlawful deductions from pay and of unfair dismissal are dismissed because they are out of time. Although it was not reasonably practicable for them to have been presented within three months, they were not presented within such further period as the Tribunal considers reasonable under sections 23(4) and 111(2)(b) Employment Rights Act 1996 respectively.
2. The complaint of disability discrimination is dismissed because it was presented out of time under section 123 Equality Act 2010. It is not just and equitable to allow a longer period sufficient to give the Tribunal jurisdiction over that complaint.
3. These proceedings are at an end.

Employment Judge Franey

28 November 2018

JUDGMENT SENT TO THE PARTIES ON

11 December 2018

FOR THE TRIBUNAL OFFICE

Note

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.