



EMPLOYMENT TRIBUNALS

Claimant:

Mr T Nicholas

v

Respondent:

Menzies Aviation (UK) Limited

Heard at:

Reading by CVP

On: 29 November 2023

Before:

Employment Judge Hawksworth

Appearances

For the Claimant:

Represented himself

For the Respondent:

Ms A Niaz-Dickinson (counsel)

JUDGMENT

1. The tribunal does not have jurisdiction to consider the complaints of whistleblowing detriment and for holiday pay. It was reasonably practicable for the claimant to have started a claim about whistleblowing detriment and for holiday pay within the required time limit, and so the time limit cannot be extended.
2. The claimant's complaints of direct race discrimination and victimisation will proceed to a final hearing.

Employment Judge Hawksworth

Date: 30 November 2023

Sent to the parties on: 15/1/2024

N Gotecha
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:

All 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.