



EMPLOYMENT TRIBUNALS

PRELIMINARY HEARING

Claimant Mr A B Sowe

Represented by In person

Respondent OCS Group UK Ltd

Represented by Mr J Boyd of Counsel

Employment Judge Ms A Stewart (sitting alone)

Held at: SW Region, Bristol, by CVP **on:** 4 April 2023

JUDGEMENT

1 The Tribunal does not have jurisdiction to consider the Claimant's complaint of unfair dismissal because he did not present it to the Tribunal within the statutory time limit and he has not satisfied the Tribunal that it was not reasonably practicable for him to have done so within the time limit, under the provisions of section 111 of the Employment Rights Act 1996.

2 The Claimant has satisfied the Tribunal that it is just and equitable, within the meaning of section 123 of the Equality Act 2010, to extend time for the presentation of his complaints of race discrimination, up to and including 29 March 2023. Accordingly the Tribunal has jurisdiction to hear those complaints.

3 The Claimant's claim for 4 days unpaid holiday pay was presented to the Tribunal within the time limit set out in section 111 Employment Rights Act 1996 because he only discovered its non-payment when he received his final payslip on 9 November 2022.

Signed: Employment Judge A Stewart
Employment Judge
Date 4 April 2023

Judgment sent to the parties on
11 April 2023
FOR THE TRIBUNAL OFFICE