



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms K Mayze  
**Respondent:** Mid and West Wales Fire and Rescue Service  
**Heard at:** Cardiff **On:** 12 August 2020  
**Before:** Employment Judge R Harfield (sitting alone)

**Representation:**  
Claimant: Ms Williams (lay representative)  
Respondent: Mr Roberts (Counsel)

## JUDGMENT

1. The claimant's victimisation claim brought under the Equality Act 2010 as set out in her claim form presented on 10 September 2019 was presented outside of the primary time limit. It was not presented within such additional period as the Tribunal considers just and equitable. The Tribunal therefore does not have jurisdiction to hear that victimisation claim.
2. The claimant's application to amend her claim to add additional acts of victimisation is refused.
3. The respondent's application for a strike out order or a deposit order in relation to the claimant's unauthorised deduction from wages claim is refused and the unauthorised deduction from wages claim can proceed to a full hearing. A complaint about the claimant's statement of particulars of employment relating to the start date for the claimant's continuity of service also continues and will be decided at the full hearing.
4. I have issued a separate case management order in relation to preparing for that full hearing.

---

Employment Judge R Harfield  
Dated: 13 August 2020

JUDGMENT SENT TO THE PARTIES ON 20 August 2020

.....  
FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

**NOTE:**

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.