



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms L Puddy

**Respondent:** Grange Overseas Limited

**Heard at:** Bristol **On:** 3 August 2018

**Before:** Employment Judge O'Rourke

**Representation**

Claimant: In person

Respondent: Not in attendance or represented

## JUDGMENT

1. Applying s.23(4) of the Employment Rights Act 1996, the Tribunal has jurisdiction to hear the Claimant's claims of unlawful deduction from wages and arrears of holiday pay, as it is satisfied that it was not reasonably practicable for a complaint under this section to be presented before the end of the relevant period of three months and that it was presented within such further period as the Tribunal considers reasonable.
2. The Tribunal has no jurisdiction, subject to article 8(a) of the Employment Tribunal's Extension of Jurisdiction Order 1994, to entertain a complaint in respect of an employer's contract claim, as the Claimant has not herself brought such a claim and the Respondent's complaint in this respect is accordingly dismissed, for want of jurisdiction.

3. The Respondent made unlawful deductions from the Claimant's wages, in the total sum of £496.19 and is ordered to pay the Claimant that sum (£184.62 in respect of salary and £311.56 in respect of arrears of pay in lieu of untaken holiday entitlement).

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Employment Judge C H O'Rourke

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Date 3 August 2018

JUDGMENT SENT TO THE PARTIES ON

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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.