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# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Shiekh  
**Respondent:** PMP Recruitment – Cordant Group  
**Heard at:** East London Hearing Centre  
**On:** Wednesday 28 August 2019  
**Before:** Employment Judge G Tobin (sitting alone)

**Representation**  
**Claimant:** In person  
**Respondent:** Neither present nor represented

## JUDGMENT

Upon hearing the evidence of the Claimant, the Judgment of the Employment Tribunal is that

1. The Claimant's claims in respect of the shortfall in his wages and/or expenses and the Claimant's complaint for paternity pay and wages were issued out of time.
2. The Employment Tribunal is not satisfied that it was not reasonably practical for the complaint to be presented within three months of the cause of action arising. Consequently, the Tribunal does not have jurisdiction to hear these complaints.
3. The Respondent's outstanding application in respect of wasted costs is rejected on the basis that the Tribunal accept the Claimant's evidence that he did not receive the Notice of Hearing for the 17 June 2019 hearing.
4. There being no further matters outstanding, this case is dismissed.

Employment Judge Tobin

Date: 9 September 2019