



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr V K Tat  
**Respondent:** Harvard Technology Limited (In Administration)

## AT A HEARING

**Heard at:** Leeds                      **On:** 17<sup>th</sup> October 2019  
**Before:** Employment Judge Lancaster

### Representation

**Claimant:** In person  
**Respondent:** No appearance entered and did not attend

## JUDGMENT

1. It was not reasonably practicable to have presented the claim in time and it was presented within a reasonable time after 9<sup>th</sup> March 2019. Time to present the claim is therefore extended and it may proceed.
2. The claim for a protective award succeeds.
3. The Respondent is ordered to pay to the Claimant remuneration for a protected period of 90 days beginning on 10th December 2018.
4. The Employment Protection (Recoupment of Benefit) Regulations 1996 regulations 6, 7 and 8 apply to this award.
5. The Respondent is accordingly advised of its duties under the Regulations and any award made will be postponed pending any service of a recoupment notice by the Secretary of State in respect of relevant benefits received by the Claimant in the prescribed period and only the balance of any remuneration due will then be payable directly to the Claimant.

EMPLOYMENT JUDGE LANCASTER

DATE 17<sup>th</sup> October 2019

Case: 1801106/2019

**Note**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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