



# EMPLOYMENT TRIBUNALS

**Claimant: Mr V Satrovs**

**Respondent: T Soanes & Son (Poultry) Ltd**

## PUBLIC PRELIMINARY HEARING

**Heard at: Leeds**

**On: 21 January 2021**

**Before: Employment Judge Shepherd**

**This hearing was conducted partly by a CVP video link.**

**The claimant and the interpreter appeared in person.**

**Mr Webster, the respondent's representative appeared by video link.**

### **Appearances:**

**For the claimant: In person**

**For the respondent: Mr Webster**

**Interpreter: Mr Dashinsky**

## JUDGMENT

1. The Tribunal has no jurisdiction to hear the claim of unfair dismissal as it was not presented to the Tribunal before the end of the period of three months beginning with the effective date of termination.

2. The Tribunal has no jurisdiction to hear the claims for notice pay, holiday pay and other payments as they were not presented before the end of three months beginning with the date of payment of wages from which the deduction was made.

3. In those circumstances, the claims are dismissed.

4. The respondent's application for costs is refused.

**Employment Judge Shepherd**

22 January 2021

**Sent to the parties on:**

23 January 2021

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.

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.