



# EMPLOYMENT TRIBUNALS

**Claimant**  
Mr M Shahzad

v

**Respondent**  
Retail Marketing Group

## JUDGMENT

The Tribunal does not have jurisdiction to hear the Claimant's claim of unlawful deduction from wages because:

- 1) It was submitted out of time contrary to section 23(2) Employment Rights Act 1996 and it was reasonably practicable to submit the claim in time, and
- 2) In any event, the Tribunal is not permitted, pursuant to section 23(4A) Employment Rights Act 1996 (as inserted by the Deduction From Wages (Limitation) Regulations 2014) to consider a deduction made before the period of two years ending with the date of presentation of the complaint.

The claim is accordingly struck out.

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Employment Judge Norris

Date: 9 December 2020

JUDGMENT SENT TO THE PARTIES ON

09/12/2020

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FOR THE TRIBUNAL OFFICE

Note: *Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from any party within 14 days of the sending of this record of the decision.*