



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Messenger

**Respondent:** Focus 24 Limited

**Heard at:** London Central (remotely, by cloud video platform)  
**On:** 14 January 2021

**Before:** Employment Judge Smailes (sitting alone)

## **Appearances**

For the claimant: In person  
For the respondents: Mr Lyons, Solicitor.

## **JUDGMENT**

The Claimant's complaint of unlawful deduction from wages was issued outside the statutory limit for such claims under s23 Employment Rights Act 1996 and it was reasonably practicable for it to have been issued in time. The Tribunal did not have jurisdiction to hear the claim and it is dismissed.

Employment Judge Smailes

14 January 2021

JUDGMENT SENT TO THE PARTIES ON

25<sup>th</sup> Jan 2021.

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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