



THE EMPLOYMENT TRIBUNALS

Claimant: Mitchell Brown

Respondent: M Bryan Groundworks Limited

Heard at: Newcastle CFCTC (By CVP)

On: 9 February 2021

Before: Employment Judge Newburn

Members:

Representation:

Claimant: In person

Respondent: Paul Clark (Solicitor)

JUDGMENT

1. The Claimant's claim for unfair dismissal was not presented to the Employment Tribunal within the period of three months commencing with the effective date of termination of the Claimant's employment. The Employment Tribunal is not satisfied that it was not reasonably practicable for the claim to have been presented within that three month time limit. The claim is out of time. The Employment Tribunal does not have jurisdiction to hear that claim. The claim for unfair dismissal is dismissed.
2. The Claimant's claim for wrongful dismissal was not presented to the Employment Tribunal within the period of three months commencing with the effective date of termination of the Claimant's employment. The Employment Tribunal is not satisfied that it was not reasonably practicable for the claim to have been presented within that three month time limit. The claim is out of time. The Employment Tribunal does not have jurisdiction to hear that claim. The claim for unfair dismissal is dismissed.
3. The Claimant's claim for unauthorised deduction from wages under Section 13 Employment Rights Act 1996 is not well-founded and is dismissed.

The hearing of 9 February 2021 had been a remote hearing which has not objected to by the parties. The form of remote hearing was video (V). A face to face hearing was not held because it was not practicable, no-one requested the same and all the issues could be determined in a remote hearing.

EMPLOYMENT JUDGE NEWBURN

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 10 February 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.

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