



EMPLOYMENT TRIBUNALS

PUBLIC PRELIMINARY HEARING BY VIDEO

Claimant: Mr I Scott

Respondent: Insight Safety Limited

Heard: Remotely (by video) **On:** 6 September 2021

Before: Employment Judge S Shore

Appearances

For the claimant: Mr D McGuire, Lay Representative

For the respondent: Mr M Cameron, Consultant

JUDGMENT

1. The claimant's claim of unfair dismissal is struck out because the claimant did not present his claim before the end of the period of three months (including any pause in calculating time due to early conciliation) beginning with the date of the last alleged deduction, as required by section 111(2) of the Employment Rights Act 1996 when it was reasonably practicable for him to have done so.
2. The claimant's claim of unauthorised deduction of wages (failure to pay holiday pay) is struck out because the claimant did not present his claim before the end of the period of three months (including any pause in calculating time due to early conciliation) beginning with the date of the last alleged deduction, as required by sections 23(2)(a) and (3)(a) of the Employment Rights Act 1996 when it was reasonably practicable for him to have done so.

Note: This was a remote hearing. The parties did not object to the case being heard remotely. It was not practicable to hold a face to face hearing because of the Covid19 pandemic.

Employment Judge Shore
6 September 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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