



## EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Mr. M Uppal**

v

**Mitie Limited**

**Heard at: Birmingham via CVP On: 1 April 2022**

**Before: Employment Judge Wedderspoon**

**Representation:**

**Claimant: In Person**

**Respondents: Ms. Umar, Solicitor**

## JUDGMENT

1. The claim for unfair dismissal was brought outside the statutory time limit provided by section 111 of the Employment Rights Act 1996 and the Tribunal has no jurisdiction to hear it.
2. The claim for unlawful deductions of unauthorised wages was brought outside the statutory time limit provided by section 23 of the Employment Rights Act 1996 has no jurisdiction to hear it.
3. The claim that the claimant was discriminated against for “having kids” has no reasonable prospect of success and is dismissed.

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**Employment Judge Wedderspoon**

1 April 2022

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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