



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

AND

Respondent

Mr H Singh

(1) Loot Limited
(2) The Color Company Distribution Limited

Heard at: London Central

On: 5 October 2022

Before: Employment Judge Stout

Representations

For the claimant: In person, with assistance from his sister Manjit Sungha

For the respondent: Mr I Steel (solicitor for the Respondent)

JUDGMENT ON OPEN PRELIMINARY HEARING

The judgment of the Tribunal is:

- (1) The Tribunal does not have jurisdiction to hear the Claimant's claims of disability discrimination as it has been brought outwith the three-month time limit in s 123(1)(a) of the Equality Act 2010 and it is not just and equitable to extend time under s 123(1)(b).
- (2) The Tribunal does not have jurisdiction to hear the Claimant's claims for unlawful deduction from wages, holiday pay or notice pay by virtue of ss 23(4) of the Employment Rights Act 1996, art 7 of the *Employment Tribunals (Extension of Jurisdiction) Order 1994* and reg 30(2) of the *Working Time Regulations 1998* because it would have been reasonably practicable for the Claimant to put his claim in within 3 months and in any event the claim has not been brought within a reasonable further period.

(3) The Claimant's claims are accordingly dismissed.

Employment Judge Stout

5 October 2022

JUDGMENT SENT TO THE PARTIES ON

06/10/2022

FOR THE TRIBUNAL OFFICE

Reasons were given orally at the hearing and written reasons will not be provided unless they are asked for by a request in writing presented by any party under Rule 62(3) within 14 days of the sending of this judgment.