



# EMPLOYMENT TRIBUNALS

## Claimant

## Respondent

Mr A Venkanah

v

Ballymore Development  
Management Limited

**Heard at:** Watford, in person

**On:** 15 August 2022

**Before:** Employment Judge Hyams, sitting alone

## Representation:

**For the claimant:**

In person

**For the respondent:**

Mr G Lomas, representative

## JUDGMENT

1. The claimant's claims for unpaid wages and of unfair dismissal within the meaning of section 103A of the Employment Rights Act 1996 are outside the jurisdiction of the employment tribunal. That is because those claims were made outside the primary time limit period of three months (which was not in the circumstances extended as applicable by any period of early conciliation) and it was reasonably practicable to make them within that period.
2. The claimant's claims of discrimination because of age and disability are also outside the tribunal's jurisdiction. That is because (1) they too were made outside that primary time limit period and (2) it is not just and equitable to extend time under section 123(1)(b) of the Equality Act 2010.

## Notes

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.

## Public access to employment tribunal decisions

**Case Number: 3306506/2021**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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Employment Judge Hyams

Date: 17 August 2022

Sent to the parties on: 1 September 2022

N Gotecha

For Secretary of the Tribunals