



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Maloney

**Respondent:** Department for Digital, Culture, Media and Sport

**Heard at:** London Central Employment Tribunal (in public, by CVP)

**On:** 5 October 2022

**Before:** Employment Judge Gordon Walker (sitting alone)

**Representation**

Claimant: represented herself

Respondent: Mr M Humphreys, counsel

## JUDGMENT

1. The claim of unfair dismissal (section 94 Employment Rights Act 1996) is dismissed. The Tribunal does not have jurisdiction to hear the claim because:
  - a. The claim was presented after the time limit at section 111(2)(a) Employment Rights Act 1996; and
  - b. It was reasonably practicable for the claimant to present her claim within the time limit, and therefore section 111(2)(b) Employment Rights Act 1996 does not apply to extend the time limit.
2. The claim of unauthorised deductions from wages (section 13 Employment Rights Act 1996) is dismissed. The Tribunal does not have jurisdiction to hear the claim because:
  - a. The claim was presented after the time limit at section 23(2)-(3) Employment Rights Act 1996; and
  - b. It was reasonably practicable for the claimant to present her claim within the time limit, and therefore section 23(4) Employment Rights Act 1996 does not apply to extend the time limit.

3. The claim of sex discrimination (section 39 Equality Act 2010) is dismissed. The Tribunal does not have jurisdiction to hear the claim because:
- a. The claim was presented after the time limit at section 123(1)(a) Equality Act 2010; and
  - b. It is not just and equitable to extend the time limit (section 123(1)(b) Equality Act 2010).

Employment Judge Gordon Walker

Date 10 October 2022

JUDGMENT SENT TO THE PARTIES ON

10/10/2022

.....  
FOR THE TRIBUNAL OFFICE

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**

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.