



# EMPLOYMENT TRIBUNALS

## Claimant

Mr S Temba

## Respondents

(1) Shorterm Limited  
(2) Liquid Friday limited

v

Heard at: Watford (in person)

On: 19 October 2022

Before: Regional Employment Judge Foxwell

## Appearances:

For the Claimant: In person  
For the First Respondent: Mr Stanley (Counsel)  
For the Second Respondent: Ms Splska (Consultant)

## JUDGMENT

1. The claimant's claim of unlawful age discrimination is dismissed on withdrawal.
2. The claimant's claim of race discrimination was presented outside the statutory time limit. It is not just and equitable to extend time for the claim. For these reasons the Tribunal does not have jurisdiction to hear the claim and it is dismissed.
3. The claimant's claim for alleged unpaid wages, holiday pay and for notice pay were presented outside the statutory time limits. It was reasonably practicable for the claimant to have presented these claims within the statutory time limits. For these reasons the Tribunal does not have jurisdiction to hear the claims and they are dismissed.
4. For the avoidance of doubt, the Tribunal did not accept the claimant's claim of unfair dismissal as he lacked sufficient qualifying service to bring it.

**GEORGE FOXWELL**  
Regional Employment Judge

Date: 19 October 2022

Judgment sent to the parties on: 11/11/2022

N Gotecha - For the Tribunal office

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.