



EMPLOYMENT TRIBUNALS

Claimant: Mr Costica Radu

Respondent: Next Distribution Limited

Heard at: Watford Hearing Centre (by video hearing)

On: 10 November 2022

Before: Employment Judge Tobin

Representation

Claimant: In person

Respondent: Mr W-M Ho (solicitor)

JUDGMENT

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was by a video hearing through HMCTS Cloud Video Platform. A face-to-face hearing was not held because the relevant matters could be determined in a remote hearing.

The Judgment of the Employment Tribunal is that:

1. The claimant's claim of unfair dismissal under s94 Employment Rights Act 1996 was presented outside the time limit contained in s111 Employment Rights Act 1996 and it was reasonably practicable for this claim to be presented within the appropriate time limit.
2. The claimant's claim in respect of an underpayment or non-payment of wages, pursuant to s13 Employment Rights Act 1996, was similarly presented outside the time limits contained in s23 Employment Rights Act 1996. It was also reasonably practicable for this claim to be presented within the appropriate time limit.

3. Consequently, the Employment Tribunal does not have jurisdiction to hear the complaints brought by the claimant on 11 June 2021 and proceedings are now dismissed.

Employment Judge Tobin
Dated: 10 November 2022
JUDGMENT SENT TO THE PARTIES ON

9 December 2022

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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.

Public access to employment tribunal decisions

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