



EMPLOYMENT TRIBUNALS

Claimant: Mr K Dzura

Respondent: RF Bellis

HELD AT/BY: Mold **on:** 13-16th February 2023

BEFORE: Employment Judge T. Vincent Ryan
Ms L Bishop
Ms Y Neves

REPRESENTATION:

Claimant: Mr Dzura represented himself

Respondent: Mr G Lomas, Tribunal Advocate

JUDGMENT

The unanimous judgment of the Tribunal is:

1. The respondent made unauthorised deductions from the claimant's wages for 21st and 22nd April 2021; the claimant's claim in respect of those wages succeeds on the respondent's concession; the parties reached a settlement of that claim and the Tribunal was not required to make any award.
2. The claimant's claims that the respondent directly discriminated against him in relation to the protected characteristic of race (nationality) fail and are dismissed.
3. The claimant's claims that he was subjected to direct race discrimination on 1st May 2020 and 11th February 2020 were presented out of time and it is not just and equitable to extend time to the date of early conciliation or presentation of his claim; the Tribunal has no jurisdiction, but if it had jurisdiction then these claims would have failed and the Tribunal would have dismissed them too.
4. The claimant was fairly dismissed by the respondent on 21st May 2021 for a reason related to conduct. The claim of Unfair Dismissal fails and is dismissed.

Employment Judge T.V. Ryan
Date: 17 February 2023

JUDGMENT SENT TO THE PARTIES ON 21 February 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.