



EMPLOYMENT TRIBUNALS

Claimant: Mr G M Elenga

Respondent: Fortis Care Limited

Heard by CVP On: Friday 27th January 2023

Before: Employment Judge A Frazer

Appearances

For the Claimant: Mr Elenga in person

For the Respondent: Ms G McGrath (Litigation Consultant)

JUDGMENT

1. The Claimant's claims for unlawful deductions from wages and unfair dismissal are dismissed for lack of jurisdiction because they were presented outside of the three months' time limit, and it was found that it was reasonably practicable for the Claimant to have presented them in time.
2. The Claimant's claim for race discrimination is dismissed for lack of jurisdiction because it was presented outside of the three months' time limit, and it was not just and equitable to extend time for presentation.

Employment Judge A Frazer
Dated: 27th January 2023

JUDGMENT SENT TO THE PARTIES ON

9/3/2023

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FOR THE SECRETARY TO EMPLOYMENT TRIBUNALS