



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Baiden, Mr McMaster and Ms Meehan

**Respondent:** Mr F Ahmed

**Heard at:** Manchester by CVP

**On:** 11 August 2023

**Before:** Employment Judge Cookson

## REPRESENTATION:

**Claimants:** in person (Ms Baiden acting as the main spokesperson)

**Respondent:** in person

# JUDGMENT

The judgment of the Tribunal is that:

1. The claimants' claims which comprise complaints in relation to unlawful deduction from wages and in relation to failure to provide itemised pay statements, were not made within the time limit set out in Sections 11 and 23 of the Employment Rights Act 1996.
2. It was reasonably practicable for the claimants to have brought their claims within three months of the last of the alleged unlawful deductions or the end of employment as applicable or, in the alternative, the claims were not lodged within a reasonable time period after it became reasonably practicable for claims to be made.
3. In the circumstances the Employment Tribunal has no jurisdiction to consider the claims.

Employment Judge Cookson

11 August 2023

**Case No. 2404294/2023, 2404295/2023, 2404296/2023**

JUDGMENT SENT TO THE PARTIES ON

24 August 2023

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.

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