EMPLOYMENT TRIBUNALS

Claimant: **Mr M Dooley**

Respondent: **1. Rubix UK Limited**
                       2. Jason Brian
                       3. Amber Lane
                       4. Andy Rihoy

Heard at: Birmingham, by CVP   **On:**   26 September 2023

Before: Employment Judge Edmonds

Representation
Claimant: Mr S Swanson, consultant
Respondent: Mr T Brennan, solicitor

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was V, Cloud Video Platform (CVP). A face to face hearing was not held because it was not practicable and all issues could be determined in a remote hearing.

JUDGMENT

1. The Employment Tribunal does not have jurisdiction to hear the claimant's claims and they are dismissed for being out of time. Specifically:

    a. The claimant's claims for unfair dismissal, wrongful dismissal and unlawful deductions from wages were not presented within the period of three months beginning with the effective date of termination / deduction (plus early conciliation extension) and the Tribunal is not satisfied that it was not reasonably practicable for the claims to have been presented before the end of that period.

    b. The claimant's claims for direct discrimination, victimisation and/or harassment were not presented within the period of three months beginning with the act to which the claims relate (plus early conciliation extension), and the claims were not made within a further period that the Tribunal thinks is just and equitable.

Employment Judge Edmonds

Date 26 September 2023

<u>Notes</u>
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.

<u>Public access to employment tribunal decisions</u>
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.