



EMPLOYMENT TRIBUNALS

Claimant: Mr Zakwan Malik
Respondent: Maven Leisure Limited
Heard at: London Central Employment Tribunal (by CVP)
On: 12 October 2023
Before: Employment Judge Hutchings

Representation

Claimant: did not attend
Respondent: Ms Montaz

JUDGMENT

1. The claim of unauthorised deductions (wages of 1.5 hours) was not presented within the applicable time limit. It was reasonably practicable to do so. The claim is therefore dismissed.
2. The claim of breach of contract (referral bonus) was not presented within the applicable time limit. It was reasonably practicable to do so. The claim is therefore dismissed.
3. The complaint that the respondent breached the Working Time Regulations 1998 was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint is therefore dismissed.
4. The complaint of race discrimination was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint of race discrimination is therefore dismissed.
5. The complaint of religious / belief discrimination was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint of religious / belief discrimination is therefore dismissed.
6. The complaint of age discrimination was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint of age discrimination is therefore dismissed.

Employment Judge Hutchings

12 October 2023

JUDGMENT SENT TO THE PARTIES ON

12/10/2023

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.

Public access to employment tribunal decisions

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.