



EMPLOYMENT TRIBUNALS

Claimant: Mr P Dixon

Respondent: Envision AESC UK Ltd

Heard at: Teesside Justice Centre, Victoria Square, Middlesbrough, TS1 2AS

On: 11th October 2023

Before: Employment Judge A E Pitt

Representation

Claimant: In Person

Respondent: Mr Rochester, solicitor

JUDGMENT

1. The Tribunal has no jurisdiction to hear the claimant's case for constructive unfair dismissal.
2. The claimant's claim for perceived disability discrimination was presented outside the three month time limit.
3. There is no reasonable prospect of the claimant establishing that it is just and equitable to extend the time for presentation of the claim.
4. The claim is struck out.
5. Any claim under section 11 Employment Rights Act 1999 or section 146(1)(ba) Trade Union & Labour Relations (Consolidation) Act 1992 for refusal to permit Trade Union representation was presented outside the time limit.
6. It was reasonably practicable for the claim to be presented within the time limit. The time limit will not be extended to 12th December 2022.
7. The claimant's claim for unlawful deductions from wages pertaining to the period November -December 2020 was presented outside the three month period.
8. It was reasonably practicable for the claimant to present the claim prior to the end

of the three month time limit. The time limit will not be extended to 12th December 2022.

9. In so far as the claimants claim for unlawful deductions for the period of August 2022-November 2022 is an ongoing or continuing act it was presented within the relevant time limit.
10. If it was not an ongoing or continuing act the time for presentation for the claim shall be extended to 12th December 2022.

Employment Judge A E Pitt

Date 11th October 2023

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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