



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr H Shah  
**Respondent:** Promise Care Services Limited  
**Heard at:** East London Hearing Centre (via CVP)  
**On:** 4 October 2023  
**Before:** Employment Judge Emery  
**Representation:**  
**Claimant:** In person  
**Respondent:** Mr L Baker (advocate)

## JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaints of a failure to pay holiday pay and unlawful deductions from wages in respect of bank holiday wages fail and are dismissed because:
  - a. The claims are not well-founded;
  - b. They were brought out of time in circumstances when it was reasonably practicable to bring them in time.

**Employment Judge Emery**  
**Dated: 13 October 2023**