



EMPLOYMENT TRIBUNALS

Claimant: Mr. A RASHID
Respondent: DHL SERVICES LIMITED
HELD AT: BIRMINGHAM, REMOTELY BY CVP **ON:** 10/10/23
BEFORE: EMPLOYMENT JUDGE MANLEY

REPRESENTATION

For the claimant: In person

For the Respondent: Mr. Stenson, counsel

JUDGMENT

RECITAL

UPON the Tribunal hearing from the Claimant and counsel for the respondent and conducting a preliminary hearing on the issue of whether the Claimant's should be permitted to bring his claims for unlawful deduction from wages and disability discrimination outside the relevant statutory time limits;

The judgment of the Tribunal is that:

1. The Claimant failed to bring his claim for unlawful deduction from wages within the statutory time limit provided by section 23 of the Employment Rights Act 1996 and the Tribunal is not satisfied that it was not reasonably practicable for him to do so, within the relevant period and accordingly the tribunal does not have jurisdiction to hear the claim.
2. The Clamant failed to bring his claim for disability discrimination within the statutory time limit provided by section 123 of the Equality Act 2010 and the Tribunal is not satisfied that it is just and equitable to extend time for him to do so.
3. The Claimant's claims for unlawful deduction from wages and disability discrimination are dismissed on the basis that there is no jurisdiction for the Tribunal to hear the claims.

Employment Judge MANLEY
16/10/23