



EMPLOYMENT TRIBUNALS

Claimant Mr T Nayama

Respondent Exchange House Services Limited

Heard at: London Central (by CVP)

On: 12 December 2023

Before: Tribunal Judge McGrade

Representation

Claimant: In person

Respondent: R Bhatt (counsel)

JUDGMENT

1. The Claimant's claims for unfair dismissal are dismissed because he presented his claims outside of the three months' time limit in section 111(2)(a) of the Employment Rights Act 1996 and it was found to have been reasonably practicable for him to have presented the claims within the time limit.
2. The Claimant's claim for wrongful dismissal is dismissed because he presented his claim outside of the three months' time limit in Article 7 of the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994 and it was found to have been reasonably practicable for him to have presented the claims within the time limit.
3. The Claimant's claim for unlawful deduction from wages is dismissed because he presented his claim outside of the three months' time limit in section 23 of the Employment Rights Act 1996 and it was found to have been reasonably practicable for him to have presented the claim within the time limit.

Tribunal Judge McGrade

Date 19 December 2023

JUDGEMENT SENT TO THE PARTIES ON

19/12/2023

Note: Reasons for the Judgment having been given orally at the Hearing, written reasons will be provided only if requested in writing by any party within 14 days of this record of the decision being sent to the parties.