



EMPLOYMENT TRIBUNALS

Claimant: Mr A Cole

Respondent: Zest at Lime Square Ltd (in liquidation)

Heard at: Bury St Edmunds (CVP) **On:** 30 January 2024

Before: Employment Judge Islam

Appearances

For the claimant: Mr A Cole (unrepresented), Mrs Cole (supporting role)

For the respondent: No attendance

PRELIMINARY HEARING JUDGMENT

1. In accordance with Rule 56, I directed that the hearing be held in public as there was a preliminary issue to be determined, namely whether the claim was brought in time.
2. I determined the claim was brought in time. The Respondent company is in liquidation. The Claimant is seeking a redundancy payment, notice pay and accrued holiday pay from the Insolvency Service. The Claimant's application was rejected in a letter from the Insolvency Service dated 2 March 2023. The Claimant issued his ET1 on 1st May 2023.
3. Section 188(2)(a) Employment Rights Act 1996 provides that an Employment Tribunal will not consider a complaint under these provisions unless it is presented before the end of the period of three months beginning with the date on which the decision of the Secretary of State on the application was communicated to the applicant. As such, the claim was brought within time.

Employment Judge Islam
30 January 2024

Sent to the parties on:
1February 2024.....

For the Tribunal Office: