



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Cooper  
**Respondent:** Swans Travel Limited

**Heard at:** Manchester ET **On:** 9 February  
(remotely, by CVP) 2024

**Before:** Employment Judge McCarthy

## REPRESENTATION:

**Claimant:** In person  
**Respondent:** Mr Igli Peci (Finance Director)

## JUDGMENT

The Judgment of the Tribunal is that:

1. The complaints of unauthorised deductions from wages (for holiday pay and wages), breach of contract and wrongful dismissal/notice pay were not presented within the applicable time limit. It was reasonably practicable to do so. All complaints made by the claimant in his claim are therefore dismissed and the claim is dismissed in full.

Employment Judge McCarthy  
Date: 15 February 2024

JUDGMENT SENT TO THE PARTIES ON  
29 February 2024

FOR THE TRIBUNAL OFFICE

### 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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>