



EMPLOYMENT TRIBUNALS

Claimant: R Lam

Respondent: Teleperformance Limited

HEARD AT: Manchester, by video platform **On:** 10 April 2024

BEFORE: Employment Judge Batten (sitting alone)

REPRESENTATION:

For the Claimant: in person

For the Respondent: S J Lundy, HR manager

JUDGMENT

The judgment of the Tribunal is that:

1. the complaint of unfair dismissal is struck out because the Tribunal has no jurisdiction to hear it as the claimant lacks the necessary 2 years' service to bring such a claim;
2. the complaint about unpaid holiday entitlement fails and is dismissed; and
3. the respondent did not make unauthorised deductions from the claimant's final pay.

Employment Judge Batten
10 April 2024

JUDGMENT SENT TO THE PARTIES ON:

24 April 2024

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FOR THE TRIBUNAL OFFICE

Note:

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 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/>