



EMPLOYMENT TRIBUNALS

Claimant: Mr James Conroy

Respondent: NowCE Limited

Heard at: Watford ET **On:** 7 & 8 May 2024
(by CVP in the virtual region)

Before: Employment Judge Poynton (sitting alone)

Representation:

Claimant: In person

Respondent: Mr Jonathan Heard (counsel)
Mr Trevor Shonfeld (Director of NOWCE Ltd)

JUDGMENT

1. The claimant's complaint of unfair dismissal is struck out. The Tribunal does not have jurisdiction to hear it.
2. The complaint of unauthorised deductions from wages is not well-founded and is dismissed.
3. The respondent's counterclaim is struck out. The Tribunal does not have jurisdiction to hear the counterclaim as the claimant did not bring a breach of contract claim.
4. The respondent failed to provide the claimant with a written statement of particulars of employment as is required by section 1 of the Employment Rights Act 1996, but as no other claim succeeds, no compensation is awarded in respect of that matter.

Employment Judge Poynton

Date 8 May 2024

Case No: 3308952/2023 and 3313213/2023
JUDGMENT SENT TO THE PARTIES ON

30/5/2024

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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 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/>