



EMPLOYMENT TRIBUNALS

Claimant: Mr F D Connor-Hughes

Respondent: Dew Street Dental Practice Ltd.

HELD AT/BY: Wrexham by CVP **on:** 26th September 2024

BEFORE: Employment Judge T. Vincent Ryan

REPRESENTATION:

Claimant: A Litigant in Person

Respondent: Mr K Sonaïke, Counsel

PRELIMINARY HEARING JUDGMENT

The judgment of the Tribunal is that the Claimant's claims are all dismissed as follows:

1. The Claimant's claim that the Respondent made unauthorised deductions from his wages is dismissed upon withdrawal.
2. The Claimant was not employed by the Respondent for a continuous period of two years ending with his dismissal on 23 November 2023; he is not entitled to pursue a claim of Unfair Dismissal contrary to sections 94 and 98 Employment Rights Act 1996; the Tribunal does not have jurisdiction to consider this claim; the claim of Unfair Dismissal is dismissed. If the Tribunal had jurisdiction, I would have struck out the claim on the Respondent's application as it had no reasonable prospect of succeeding.
3. The Claimant's application to amend his claim of Sex Discrimination by way Harassment (in the period June 2022 – August 2023) is refused. The application was out of time in circumstances where it would not be just and equitable to extend time to the date of the application or today, not least because the claim had no reasonable prospects of success.
4. The Respondent's application to strike out the following claims is granted and these claims are struck out as they had no reasonable prospects of success:

4.1. Sex Discrimination by way of harassment (February/March 2023);

4.2. Failure to provide itemised pay statements.

Employment Judge T.V. Ryan

Date: 26 September 2024

JUDGMENT SENT TO THE PARTIES ON 30 September 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.