



EMPLOYMENT TRIBUNALS

Claimant: Mr. K Xtian
Respondent: OCS UK&I LIMITED
Heard at: London South Employment Tribunal
On: 9- 13 December 2024
Before: Employment Judge McLaren
Representation: Claimant Ms.E. Lanlehin, Counsel
Respondent Mr. J Wynne, Counsel

JUDGMENT

1. The complaint of unfair dismissal is not well-founded. The claimant was fairly dismissed.
2. The complaint of direct race discrimination is not well-founded and is dismissed.
3. The claim for unlawful deduction from wages was not presented within the applicable time limit. It was reasonably practicable to do so. The claim is therefore dismissed.

Employment Judge McLaren

13 December 2024

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>