



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Karan Dudley

**Respondent:** SS Retail NH Ltd

**Heard at:** Nottingham Tribunal Centre

**On:** 23 January 2025

**Before:** Employment Judge Muzaffer

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Did not attend

# JUDGMENT

The claim is dismissed on the ground that it has not been presented in time in accordance with section 23 of the Employment Rights Act 1996

# REASONS

1. The Claimant complains of an unauthorised deduction of wages contrary to section 13 of the Employment Rights Act 1996.
2. Subject to section 23(4) of the Employment Rights Act 1996, section 23(2) of the Employment Rights Act 1996 precludes the Tribunal from considering a complaint for an unauthorised deduction of wages unless it is presented before the end of the period of three months (subject to any extension of time to facilitate conciliation) beginning with the date of payment of wages from which the deduction was made.
3. It was reasonably practicable for the Claimant to present her claim within the time limit prescribed in section 23(2) of the Employment Rights Act 1996.
4. The Tribunal has no jurisdiction to consider the claim as it was presented out of time, and it is therefore dismissed.

S.Muzaffer

---

Employment Judge Muzaffer

23 January 2025

JUDGMENT SENT TO THE PARTIES ON

.....10 February 2025.....

FOR THE TRIBUNAL OFFICE

.....

Notes

1. 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.
2. 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.
3. 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/>