



EMPLOYMENT TRIBUNALS

Claimant: Mr Rabinder Kayale v Pladis (UK) Ltd

Respondent: Pladis (UK) Ltd

Heard at: Watford Employment Tribunal via CVP
On: 28 August 2024

Before: Employment Judge Young

Representation

Claimant: Litigant in person

Respondent: Mr David McCrum (Solicitor)

JUDGMENT

1. The complaint of unfair dismissal under section 94 of the Employment Rights Act 1996 was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of unfair dismissal is therefore dismissed.
2. The complaint of unlawful deduction of wages under section 13 of the Employment Rights Act 1996 was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of unlawful deduction of wages is therefore dismissed.
3. The complaint of direct race discrimination under sections 13 & 39 of the Equality Act 2010 was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint is therefore dismissed.

Employment Judge Young

Date 28 August 2024

JUDGMENT SENT TO THE PARTIES ON
14 November 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/>