



EMPLOYMENT TRIBUNALS

Claimants: (1) Mr. C. Sorano (Case No. 2200023/2025)
(2) Mr. A. Gomirato (Case No. 2200024/2025)
(3) Mr. M. De Benedictis (Case No. 2200026/2025)
(4) Mr. R. Cardenas (Case No. 2200025/2025)
(5) Mr. D. Riggio (Case No. 2200027/2025)

Respondent: Tabisca London Ltd.

Hearing: Final Hearing

Heard at: London Central ET (by video/CVP) **On:** 30 May 2025

Before: Employment Judge Tinnion

Appearances: For Claimants (1)-(3): In person
For Claimants (4)-(5): Did not attend
For Respondent: Did not attend

JUDGMENT

1. It is appropriate to proceed in the absence of Claimants (4)-(5), who the Tribunal is satisfied were on notice of today's final hearing, chose not to attend, and did not apply for the final hearing to be postponed.
2. The Claimants' claims set out below were not presented in time (Claimants (1)-(3) accepted this), the Claimants having contacted ACAS on 6 January 2025, ACAS having issued an EC Certificate on 8 January, and the relevant ET1 having been presented on 10 January 2025:
 - a. claims for unpaid wages for work in June 2024, July 2024, and 1-22 August 2024, payable by 5 September 2024;
 - b. claims for unpaid annual leave, payable by 5 September 2024;
 - c. claims for notice pay, payable by 5 September 2024.
3. It was reasonably practicable for the claims above to be presented in time.
4. Because they were not presented in time, the Claimants' claims are dismissed because the Tribunal does not have jurisdiction to consider them.

NOTE

5. Reasons for the decisions above were given orally at the hearing. Any request for written reasons must be made within 2 weeks of receipt of this Judgment. In default of a timely application for written reasons, written reasons will be provided only at the request of the Employment Appeal Tribunal or a competent court.
6. A copy of this judgment will be published online after it has been sent to the parties.

Approved: Employment Judge Tinnion

Date of approval: 30 May 2025

Date sent to parties: 3 June 2025

For the Tribunal Office: