



EMPLOYMENT TRIBUNALS

Claimant: Mr E Green

Respondent: Groove Pad LTD

Heard at: Leeds (by CVP)

On: 5 June 2025

Before: Employment Judge Themistocleous

Representation

Claimant: Mr E Green, In Person

Respondent: Did not attend

JUDGMENT

1. The claim of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 and the claim for a statutory redundancy payment were both submitted outside of the statutory time limits. The Tribunal considered that it was reasonably practicable for the Claimant to submit the claims within the statutory tribunal limit and therefore the Tribunal had no jurisdiction to determine the claims and they are dismissed.

Employment Judge Themistocleous

Date 13 June 2025

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request 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/>