



EMPLOYMENT TRIBUNALS

Claimant: (X)

Respondent: (Y)

(Z)

HELD AT: Liverpool

ON: 15 August 2025

BEFORE: Employment Judge Johnson

REPRESENTATION:

Claimant: Unrepresented

Respondent: Mrs K Skeaping (solicitor, first respondent)
Mrs K Kamsika (conducting solicitor, first respondent)

Ms A Smith (counsel, second respondent)

JUDGMENT

The judgment of the Tribunal is that:

- (1) The claimant's unauthorised deductions complaint was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of unauthorised deductions is therefore dismissed.
- (2) The claimant's discrimination and harassment complaints were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.

Employment Judge Johnson

Date: 15 August 2025

JUDGMENT SENT TO THE PARTIES ON

30 September 2025

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/>