



# EMPLOYMENT TRIBUNALS

**Claimant:** Pawel Kubik

**Respondent:** Narbuild Limited

**Heard at:** London Central (by CVP)

**On:** 11 December 2025

**Before:** Employment Judge Moyler

## REPRESENTATION:

**Claimant:** did not attend and was not represented

**Respondent:** Mr K Dekar, Director

# JUDGMENT

Having proceeded with the hearing in the absence of the Claimant and his representative in line with rule 47, the judgment of the Tribunal is as follows:

## Reasonably practicable time limit: claim out of time

1. The claim was not presented within the applicable time limit. It was reasonably practicable to do so. The claim is therefore dismissed.

**Employment Judge Moyler**  
**11 December 2025**

Judgment sent to the parties on:  
17 December 2025

.....  
For the Tribunal:  
.....