



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Sullivan

**Respondent:** Openreach Limited

**Heard at:** London East Hearing Centre (in public, by video)

**On:** 5 December 2025

**Before:** Employment Judge Moor

## Representation

**Claimant:** represented self

**Respondent:** Mrs Hanmer, solicitor advocate

# JUDGMENT

The claim for unlawful deduction of wages is dismissed because the Tribunal has no power (jurisdiction) to consider it under section 27 of the Employment Rights Act 1996.

- 1.1. The claim was not presented within 3 months beginning with the date of the last deduction;
- 1.2. It was not reasonably practicable for the Claimant to do so;
- 1.3. But, in my judgment, he did not present his claim within such further period as I considered reasonable.

**Approved:**  
**Employment Judge Moor**  
**Dated: 5 December 2025**

## 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](http://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/>