



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 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/>