



EMPLOYMENT TRIBUNALS

Claimant: Karl Hall

Respondent: Synergy Associates Ltd

Heard at: London South ET (via CVP) **On:** 13 April 2026

Before: Employment Judge G. King

Representation

For the Claimant: In person

For the Respondent: Ms S. Crawshay-Williams

JUDGMENT

1. The Claimant's claims of Unfair Dismissal, Breach of Contract in relation to Notice Pay, and Unlawful Deductions from Wages were submitted out of time and the Employment Tribunal has no jurisdiction to hear this claim.
2. The Claimant's claims are dismissed.

Approved by Employment Judge G. King

Date: 13 April 2026

Notes

Summary reasons for the judgment having been given orally at the hearing, written summary 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 full 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/>