



EMPLOYMENT TRIBUNALS

Claimant: Nathan Davis

Respondent: City Electrical Factors Limited

Heard at: London South **On: Monday, 5 January 2026**
Employment Tribunal
(Hybrid Hearing)

Before: Employment Judge Salter

Representation:

Claimant: In person.

Respondent: Mr. O. Lawrence, counsel.

JUDGMENT

The Claimant's complaint of:

- (a) unlawful deduction from wages were presented out of time in circumstances it was reasonably practicable to have been presented in time.
- (b) Direct race discrimination and harassment related to race were presented out of time and was not presented within such other period as the tribunal considered just and equitable.

Accordingly, the tribunal does not have jurisdiction to hear either claim.

Employment Judge Salter
Dated: **Monday, 5 January 2026**

JUDGMENT & REASONS SENT TO THE PARTIES ON
13 April 2026

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FOR THE TRIBUNAL OFFICE

Case Number: 6009049 / 2024

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.

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.