



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Jukes

**Respondent:** Lynx Support Services LTD

**Heard at:** Leeds (by CVP)

**On:** 21 September 2026

**Before:** Employment Judge Themistocleous

## Representation

**Claimant:** Mr M Jukes, In Person

**Respondent:**

# JUDGMENT

1. The claims of unauthorised deductions from pay and unfair dismissal were both submitted outside of the statutory time limits. The Tribunal considered that it was reasonably practicable for the Claimant to submit the claims within the statutory tribunal limit and therefore the Tribunal had no jurisdiction to determine the claims and they are dismissed.
2. The claims of sex and sexual orientation discrimination were not presented within the applicable time limit, but it is just and equitable to extend the time limit. The claims of sex and sexual orientation discrimination will therefore proceed.

Employment Judge Themistocleous

Date 21 September 2026

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request 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](https://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/>