



EMPLOYMENT TRIBUNALS

Claimant: Mrs F Thomas

Respondent: (1) Bond Care Group Ltd
(2) Bondcare Group Ltd

Heard at: Reading **On:** 2 November 2022

Before: Employment Judge Liz Ord

Representation:

Claimant: Not attending
Respondent: Mr R Dempsey (Solicitor)

JUDGMENT

1. The claimant's claim of unauthorised deduction from wages was presented outside the primary time limit of 3 months and the tribunal is not satisfied that it was not reasonably practicable for the claim to be presented before the end of that period of 3 months. Consequently, the tribunal does not have jurisdiction to hear the claim and it is dismissed.
2. The claimant's complaints of age discrimination and race discrimination were presented outside the primary time period of 3 months and the tribunal finds that it is not just and equitable to extend time. Consequently, the tribunal does not have jurisdiction to hear those complaints and they are dismissed.

Employment Judge Liz Ord

Date 8 November 2022

JUDGMENT SENT TO THE PARTIES ON – 10/12/2022

N Gotecha - FOR THE TRIBUNAL OFFICE

Notes

1. 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. If written reasons are provided, they will be displayed on the tribunal's online register of judgments, which is visible to internet searches.