



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr Ng

Respondent
Ken Bao Ltd

AND

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Midlands West **ON** 12-13 August 2024

EMPLOYMENT JUDGE Harding

Representation

For the Claimant: In Person

For the Respondent: Mr Shawcross, Director

JUDGMENT

1 The unfair dismissal claim is out of time. Whilst it was not reasonably practicable to present this claim in time, the claim was not presented within a reasonable period thereafter. Accordingly, the tribunal has no jurisdiction to hear the claim and it is dismissed.

2 The claim of an unlawful deduction from wages (non payment of statutory sick pay) is dismissed. The tribunal has no jurisdiction to determine it as it concerns a dispute as to entitlement to statutory sick pay.

3 The claim of an unlawful deduction from wages (non payment of accrued but untaken holiday) is out of time. Whilst it was not reasonably practicable to present this claim in time, the claim was not presented within a reasonable period

Note: written reasons will not be provided unless requested at the Hearing itself or in writing within 14 days of the sending of the written record of the decision, Rule 62(3).

Case Number: 1303387.24

thereafter. Accordingly, the tribunal has no jurisdiction to hear the claim and it is dismissed.

Case No:1303387.24

Employment Judge Harding

Dated: 13 August 2024

Note: written reasons will not be provided unless requested at the Hearing itself or in writing within 14 days of the sending of the written record of the decision, Rule 62(3).