



EMPLOYMENT TRIBUNALS

Claimant

Mr I Smith
Mr K Gough

Respondent

RK Electrical and Development Ltd

v

PRELIMINARY HEARING

Heard at: **Watford by CVP**

On: **9 February 2021**

Before: **Employment Judge Reindorf**

Appearances:

For the Claimants: **In person**
For the Respondent: **In person**

JUDGMENT

1. The judgment of the Tribunal is that the Claimants' claims that there were unauthorised deductions from their wages were not presented within the relevant time limits contained in s.23(2)(a) of the Employment Rights Act 1996 and/or para 7(a) of the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994. It was reasonably practicable for the claims to have been presented within the relevant time limits. The Tribunal does not have jurisdiction to determine the claims.
2. This Preliminary Hearing was held remotely. This was not objected to by the parties. The form of remote hearing was V (CVP). A face to face hearing was not held because no-one requested it and all issues could be determined in a remote hearing. The Tribunal was referred to the Tribunal file. No documents were produced by the parties.

Employment Judge Reindorf

Date: 11 April 21

Sent to the parties on:

15 April 21

For the Tribunal:

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.

Public access to employment tribunal decisions

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.