



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss K Dwornik

**Respondent:** Ixia Flowers Limited (in voluntary liquidation)

**Heard at:** Manchester Employment Tribunal

**On:** 14 March 2023

**Before:** Employment Judge Cookson

## Representation

Claimant: In person

Respondent: Did not attend

# JUDGMENT

The claimant's claim for unlawful deduction from wages was not submitted within 3 months (plus early conciliation) of the last of a series of alleged deductions in accordance with section 23 of the Employment Rights Act 1996. It was reasonably practicable for the claim to have been submitted in time and accordingly there is no basis to extend time for the claim under section 23(4). In consequence the tribunal has no jurisdiction to consider this claim.

The claim is dismissed.

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Employment Judge Cookson

Date 14 March 2023

JUDGMENT & REASONS SENT TO THE PARTIES ON

23 March 2023

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.

2. **Public access to employment tribunal decisions**  
Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.