



# EMPLOYMENT TRIBUNALS

## Claimant

Mr L Marangozov

v

## Respondent

Harper and Guy Consulting Limited

**Heard at:** Bury St Edmunds (by CVP)

**On:** 20 October 2022

**Before:** Employment Judge K J Palmer (sitting alone)

## Appearances

**For the Claimants:** In person

**For the Respondent:** Ms Radley, Director

## JUDGMENT

### Pursuant to an Open Preliminary Hearing

1. The Claimant's claims for unlawful deduction of wages are out of time. It was reasonably practicable for them to have been presented in time. Those claims are therefore dismissed.
2. The Claimant's claim in race discrimination was presented out of time and it is not just and equitable to extend time to validate that claim. The Claimant's race claim is therefore dismissed.
3. The Claimant withdraws his claim in age discrimination and that is dismissed on withdrawal.

Employment Judge K J Palmer

Date: 4 January 2023

Sent to the parties on: 5 January 2023

For the Tribunal Office

#### Note

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.