



# EMPLOYMENT TRIBUNALS

**Claimant:** 1. Mr M Grzelac  
2. Mr A Henshaw

**Respondent:** Hugo Charles Restaurants Limited

**HELD AT:** Leeds **ON:** 9 May 2019

**BEFORE:** Employment Judge D N Jones

**REPRESENTATION:**

**Claimants:** In person  
**Respondent:** Not in attendance

## JUDGMENT

The claims are dismissed as the Tribunal does not have jurisdiction to consider them as they were presented more than 3 months after the deductions from wages was allegedly made or from the termination of their employment and the claimants have not satisfied the Tribunal that it was not reasonably practicable for them to have been presented within that time and that they presented the claims within a reasonable period thereafter.

Employment Judge D N Jones

Date 9 May 2019

**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.

**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.