



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr N. Beddis

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**Advanced Hair Studios Group
Limited**

Heard at: London Central (by video)

On: 11 March 2021

Before: Employment Judge P Klimov, sitting alone

Representation

For the Claimant: in person

For the Respondent: Mr K. Kohanzad (of Counsel)

This has been a remote hearing which was not objected to by the parties. The form of remote hearing was by Cloud Video Platform (CVP). A face to face hearing was not held because it was not practicable due to the Coronavirus pandemic restrictions and all issues could be determined in a remote hearing.

JUDGMENT

1. The correct name of the Respondents is Advanced Hair Studios Group Limited.
2. The Claimant had failed to comply with the requirements of section 18A of the Employment Tribunals Act 1996 before he presented his claim on 30 October 2020.
3. The Claimant's claim is rejected.
4. On reconsideration of the rejection the Tribunal finds that the original rejection was correct.
5. The Claimant's application to amend the rejected claim to include ACAS Early Conciliation certificate number R212737/20/47 is granted. The Claimant's claim shall be treated as presented on 11 March 2021.

6. The Tribunal does not have jurisdiction to consider the Claimant's claim because:
 - a. it was presented outside the three months' time limit,
 - b. it was not presented within a reasonable period thereafter, and
 - c. it was reasonably practicable for the Claimant to present the claim within the three months' time limit.
7. For this reason, the Claimant's claim is struck out.
8. The Tribunal does not have jurisdiction to consider the Respondent's counterclaim under section 4 of the Employment Tribunals Extension of Jurisdiction Order 1994 ("Order") because the Tribunal does not have jurisdiction to consider the Claimant's claim brought by virtue of the Order, and therefore there are no proceedings before the Tribunal. For this reason, the Respondent's counterclaim is struck out.

Employment Judge P Klimov
London Central Region

Dated: 11 March 2021

Sent to the parties on:

11/03/2021

For the Tribunals Office

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.