



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Khan

**Respondent:** Hutchison 3G UK Limited

**Heard at:** Cardiff, by video                      **On:** 1 February 2023

**Before:** Employment Judge S Jenkins

## **Representation**

Claimant: In person

Respondent: Mr J Williams (Counsel)

# JUDGMENT

1. The Claimant's claim of unauthorised deductions from wages was not brought within the period of three months beginning with date of payment of the wages from which the deduction was made, and it had been reasonably practicable for the claim to have been brought within that period. His claim is therefore dismissed.
2. The Claimant's claims of discrimination on the ground of race and discrimination on the ground of religion were not brought within the period of three months beginning with the date of the act to which his complaints related, and it was not just and equitable to extend time. His claims are therefore dismissed.

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Employment Judge S Jenkins

Date: 1 February 2023

JUDGMENT & REASONS SENT TO THE PARTIES ON 3 February 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

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.

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