



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr E N Agbongiague

**Respondent:** J.e.m. Care Limited

**Heard at:** Manchester (by CVP)

**On:** 12 October 2021

**Before:** Employment Judge Warren

## REPRESENTATION:

**Claimant:** Mr Montague, Solicitor

**Respondent:** Ms S Younis- Litigation Consultant

# JUDGMENT

The judgment of the Tribunal is that:

1. The claims of unlawful deduction from wages, outstanding holiday pay and failure to provide the claimant with written terms of employment are dismissed.
2. The claimant's employment with the respondent ended on 16 December 2019, the claimant commenced early conciliation on 4 September 2020. The claim was presented on 20 November 2020.
3. All of the claims are thus out of time. The Tribunal had no jurisdiction to hear the claims.

Employment Judge Warren  
29 December 2021

JUDGMENT SENT TO THE PARTIES ON  
10 January 2022

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.

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