



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Tavakoli Kashi

**Respondent:** Optimal Engineering Design Limited

**Heard at:** Bristol                      **On:** 21 March 2019

**Before:** Employment Judge Mulvaney

**Representation**

Claimant: In Person

Respondent: Mr M Foster

## JUDGMENT

1. The claimant's claim for unlawful deductions from wages was presented outside of the time limit set down for such claims under s23(2) Employment Rights Act 1996 and is dismissed.
2. The claimant's claim for damages for breach of contract under the Employment Tribunals Extension of Jurisdiction Order 1994 did not succeed and is dismissed, the claimant not having the status of employee of the respondent.
3. The respondent's application for costs under Rule 76(1)(b) Employment Tribunal (Constitution and Rules of Procedure) Regs 2013 was refused.

Employment Judge

Date : 21 March 2019