



EMPLOYMENT TRIBUNALS

Claimant: Mr A Chowdhury

Respondent: Bayleaf 2020 Ltd

HELD at Sheffield

ON: 21 January 2022

BEFORE: Employment Judge Brain

REPRESENTATION:

Claimant: In person

Respondent: Mr A Habib, Solicitor

JUDGMENT AT PRELIMINARY HEARING

UPON the claimant having brought complaints of: express or constructive unfair dismissal; express or constructive wrongful dismissal; and that he suffered an unauthorised deduction from his wages; and UPON the Tribunal having determined that the effective date of termination of the contract of employment was no later than 30 May 2020, the Judgment of the Employment Tribunal is that:

1. The complaints were presented outside the relevant limitation periods in circumstances in which it was reasonably practicable for them to have been presented within those limitation periods.
2. Accordingly, the Tribunal has no jurisdiction to consider the claimant's complaints which stand dismissed.
3. In the alternative, if the claimant resigned only on or around 16 October 2020, then by reason of affirmation of the contract his constructive dismissal claims fail in any event.

4. In the further alternative, no wages are properly payable from the respondent to the claimant after 31 March 2020.

Employment Judge Brain
Date: 25 January 2022