



# EMPLOYMENT TRIBUNALS

**Heard at:** Bristol (by video)      **On:** 14 May 2021

**Claimant:** Mr Stephen Nicholas

**Respondent:** 3R Global Limited

**Before:** Employment Judge Fowell

**Representation:**

**Claimant:** In person

**Respondent:** Mr N Henry of Croner Group Limited

## JUDGMENT ON A PRELIMINARY ISSUE

1. The claim was presented out of time and is dismissed.
2. In any event, there was no unlawful deduction from wages or breach of contract.

Employment Judge Fowell  
Date: 14 May 2021  
Judgment sent to the Parties: 20 May 2021

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.