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# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs A Smith

**Respondent:** Regal Care Trading Ltd

**Heard at:** East London Hearing Centre      **On:** 10 August 2017

**Before:** Employment Judge Gilbert (sitting alone)

## Representation

**Claimant:** Litigant in Person

**Respondent:** Mr Mills, Consultant, Peninsula

## PRELIMINARY HEARING JUDGMENT

The judgment of the Tribunal is that:-

1. The Claimants claim for unfair dismissal was presented outside the primary time limit contained in Section 111 (2) of the Employment Rights Act, 1996 as amended by the early conciliation provisions.
2. It was not reasonably practicable for the claim to be presented within the primary time limit and it was presented within a reasonable time after that.

Employment Judge Gilbert

10 August 2017