



THE EMPLOYMENT TRIBUNAL

SITTING AT: LONDON SOUTH

BEFORE: EMPLOYMENT JUDGE K ANDREWS, sitting alone

BETWEEN:

Miss O Rhodes
Claimant

AND

Age Concern Kingston-upon-Thames
t/a Staywell
Respondent

ON: 17 December 2018

Appearances:
For the Claimant: In person
For the Respondent: Mr C Ludlow, Counsel

JUDGMENT FOLLOWING RECONSIDERATION

1. Paragraph 2 of the Judgment dated 18 May 2018 is revoked.
2. The position going forward is that any claims in respect of which time started to run at the effective date of termination, were submitted out of time but the circumstances were such that either it was not reasonably practicable for them to be submitted in time or it is just and equitable to allow them to proceed and time is extended accordingly.
3. The issue of time in respect of any claims for which time started to run before the effective date of termination, remains undetermined. A future tribunal will decide on any such issues with the benefit of hearing all the relevant evidence. (It may be useful for that future Tribunal if I suggest now that they approach any issue of time that does arise as if the claim form was submitted 4 days before the end of 3 months after the effective date of termination.)

Employment Judge K Andrews
Date: 17 December 2018

