



# EMPLOYMENT TRIBUNALS

**Claimant**

Mrs M Greenfield

v

**Respondent**

Country Retirement & Nursing Homes Limited

**Heard at:** Norwich (by CVP)

**On:** 05 March 2021

**Before:** Employment Judge Postle

**Appearances**

**For the Claimant:** In person.

**For the Respondent:** Mr Wilson, Counsel.

**COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals.**

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was by Cloud Video Platform (V). A face to face hearing was not held because it was not practicable and no-one requested the same and all issues could be determined in a remote hearing.

## JUDGMENT

It was reasonably practicable for the claimant to have issued her claim for automatic unfair dismissal and the claim for wages within 3 months from the date of dismissal plus the extension provided following entering ACAS early conciliation the certificate having been provided on 19 March 2020 therefore the deadline for entering a claim with the Employment Tribunal would be the 19 April 2020. The claim having been filed on 24 April 2020.

\_\_\_\_\_  
Employment Judge Postle

Date: .....26 March 2021.....

Sent to the parties on: .11 May 2021.....

.....GDJ.....

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.