



# EMPLOYMENT TRIBUNALS

**Claimant:** D Cary  
**Respondent:** Nationwide Healthcare Providers Limited

## AT A PRELIMINARY HEARING

**Heard at:** Leeds by CVP video conferencing    **On:** 3<sup>rd</sup> September 2021  
**Before:** Employment Judge Lancaster

### Representation

**Claimant:** In person  
**Respondent:** Ms A Smith, counsel

## JUDGMENT

It was reasonably practicable for the Claimant to have presented her claim before 22<sup>nd</sup> December 2020, and the claim presented on 25<sup>th</sup> January 2021 is therefore out of time and all complaints are dismissed.

EMPLOYMENT JUDGE LANCASTER

DATE 3rd September 2021

JUDGMENT SENT TO THE PARTIES ON

3 September 2021

AND ENTERED IN THE REGISTER

FOR SECRETARY OF THE TRIBUNALS

### Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

### Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.