



EMPLOYMENT TRIBUNALS

Claimant: Ms J North

Respondent: Back to Back Care Ltd

JUDGMENT

The application for a preparation time order is refused.

REASONS

1. I have seen emails with attachments from the Claimant dated 3 June, 20 June, and 22 June. The Claimant also refers to having sent documents to tribunal which were – she says – received on 19 May 2022, and scanned and sent back to her. Tribunal staff have not been able to confirm that to me, but I accept it to be true. I work on the assumption that the attachments to the 4 July 2022 email are the scanned copies which the Claimant has mentioned.
2. The judgment was sent to the parties on 30 March 2022. This is confirmed by the tribunal file, and is correctly stated in the Claimant's chronology submitted in support of her application.
3. Rule 77 specifies that an application for a preparation time order may be made up to 28 days after the judgment is sent. So that would be up to 27 April 2022 in this case. In the Claimant's chronology, she refers to having submitted the preparation time order on 30 April 2022. Even if that date is correct, the application would have been out of time, regardless of whether 30 April is the date she put the documents in the post, or whether she is suggesting they were actually delivered that day.
4. On the tribunal file, the earliest document about the application is the 3 June email. However, as mentioned, I accept that – as stated in that email – the Claimant has some accurate record that the tribunal actually received the documents on 19 May 2022.
5. The application is out of time, and I do not consider it to be in the interests of justice to extend time. The Claimant was aware from the oral decision on 18 March what the decision and reasons were. She was also aware from that date of the Respondent's non-attendance on that occasion, having previously been aware of the history of the Respondent's engagement (or alleged lack

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of engagement) with the matter. The Claimant had sufficient opportunity to submit the application within the deadline.

Employment Judge Quill

Date: 26 July 2022

JUDGMENT SENT TO THE PARTIES ON

7 August 2022

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FOR THE TRIBUNAL OFFICE