



EMPLOYMENT TRIBUNALS

London South Employment Tribunal on 26th September 2022

Claimant

Between

Respondent

Miss Patricia Attwell

&

ASK (Rany) Ltd

Before

Judge M Aspinall (Sitting as an Employment Judge)

Appearances

Miss P Attwell in person
Mr J Munro (Solicitor) for the Respondent

FULL MERITS HEARING Judgment

1. The effective date of termination for the Claimant's employment was 16 September 2021. This was effectively agreed by the parties before me.
2. The Claimant commenced Early Conciliation with ACAS on 4 November 2021. This ended and a certificate was issued on 8 November 2021.
3. The Claimant asked her daughter to assist with drafting and lodging her claim to the Employment Tribunals in early to mid November, after the ACAS process ended.
4. The Claimant chased up with her daughter in late January, so around 2 months later, and found that the claim had not been sent to the Employment Tribunals.
5. The Claimant filed her claim on 9 February 2022, more than a week after discovering that it had not been sent prior to then.
6. **In the judgment of the Tribunal:**
The Claimant did not submit her claim before the expiry of the limitation date (i.e. within 3 months less one day from the effective date of termination of her employment), even allowing for any extension of time created by the ACAS Early Conciliation process; and
7. The Claimant did not submit her claim in such a period as was reasonably practicable for her to do so after the expiry of the limitation period. Her claim was submitted around 8 weeks late; and
8. I am not satisfied that there are properly lawful grounds upon which the Tribunal could, or should, extend time for the submission of the Claim; and
9. **All of the claims made by the Claimant are dismissed as they were made out of time.** There were no further applications or orders.

Judge M Aspinall on Monday, 26th September 2022

Note

Reasons for this judgment having been given orally at the hearing, written reasons will not be provided unless they are requested - by either party - within 14 days of this notice.

