



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs F Douglas

**Respondent:** BUPA Care Homes (ANS) Limited

**Heard at:** Watford (Sitting alone)

**On:** 3 August 2023

**Before:** EJ Bansal

## Representation

**Claimant:** In Person (accompanied by husband)

**Respondent:** Miss Badham (Counsel)

# JUDGMENT

The Claimant's claim is dismissed as it was reasonably practicable for the claimant to present the claim within the statutory time limit.

---

**Employment Judge Bansal**

**Date 3 August 2023**

JUDGMENT SENT TO THE PARTIES ON

13 September 2023

FOR THE TRIBUNAL OFFICE

## Notes

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.

## 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.