



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Miss F Franklin**

**v BUPA Care Homes (ANS) Limited**

**Heard at:** Watford Employment Tribunal (via CVP)

**On:** 11<sup>th</sup> September 2023

**Before:** Employment Judge King (sitting alone)

## Appearances

**For the Claimant:** Mr Stephenson (CAB representative)

**For the Respondent:** Mr Rhodes (Solicitor)

## JUDGMENT

1. The redundancy payment claim is dismissed following a withdrawal of the claim by the claimant as it was issued in error.
2. The claims for unfair dismissal and wrongful dismissal are dismissed as the Tribunal does not have jurisdiction to hear the same as the claims were presented outside the primary time limits and it was reasonably practicable for them to have been brought in time.

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Employment Judge **KING**

11.09.23

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JUDGMENT SENT TO THE PARTIES ON  
15 October 2023

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FOR THE TRIBUNAL OFFICE

## Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be

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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.

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