



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Nicholls

Respondent 1: Prepare for Care

Respondent 2: Sarah Massaro

Heard at: London South via CVP **On:** 18/1/24

Before: Employment Judge Beck

Representation

Claimant: In Person, assisted by her husband Mr P Nicholls
Respondent 1 and 2: Mr Baker, Legal Advocate

JUDGMENT

1. Employment Judge Foxwell's judgment under rule 21 Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 dated 12/12/23 is revoked on re consideration of that decision under rule 70 (1) ET Regulations 2013. The complaint of unfair dismissal is dismissed, because the claimant does not have the required 2 years' service to bring the complaint.
2. The remaining complaints of unpaid wages, failure to pay notice pay and holiday pay, against the second respondent are struck out in their entirety.

I confirm this judgment has been electronically signed

Employment Judge Beck
Date 18th January 2024

JUDGMENT SENT TO THE PARTIES ON
7th February 2024

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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 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>