



EMPLOYMENT TRIBUNALS

BETWEEN:

Claimants

Mrs J Clark (Deceased)
Miss J Clark

And

Respondents

The Carroll Cleaning Company Ltd
Glapwell Contracting Services Ltd

AT A FINAL HEARING

Held: Nottingham **On:** 3 July 2024
Before: Employment Judge R Clark (Sitting alone)

REPRESENTATION

For the Claimants: Mr S Clark, Lay Representative.
For the 1st Respondent: Mr Warnes, Consultant.
For the 2nd Respondent: Mr Warren-Jones, Solicitor.

JUDGMENT

1. The claimants' claims against both respondents are dismissed for lack of jurisdiction.
2. The first claimant's claims were presented out of time. It was not reasonably practicable for them to be presented within time but the period within which they were subsequently presented was not within a further reasonable period.
3. The second claimant's claims were presented out of time when it was reasonably practicable for them to have been presented in time.

Employment Judge Clark

Date: 3 July 2024

JUDGMENT SENT TO THE PARTIES ON

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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/>