



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Nicole Healey

**Respondent:** GP Homecare Limited t/a Radis Community Care

## PRELIMINARY HEARING

**Heard at:** Midlands (West) (in public; by video)

**On:** 5 September 2024

**Before:** Employment Judge Camp

### Appearances

For the Claimant: in person

For the Respondent: Ms H Bollard, solicitor

## JUDGMENT

1. The Claimant's claim consists entirely of complaints that she was subjected to detriments by the Respondent on the ground that she made a protected disclosure.
2. None of her complaints was presented within the time limit in section 48(3)(a) of the Employment Rights Act 1996 ("ERA").
3. It was not reasonably practicable for the complaint that the Claimant was subjected to a detriment by the Respondent providing information to and reporting her to the police in or around late March 2023 to be presented within the time limit in ERA section 48(3)(a), but it was presented within a further reasonable period in accordance with ERA section 48(3)(b). The Tribunal therefore has jurisdiction to consider it and it continues.
4. The Tribunal is not satisfied that it was not reasonably practicable for any of the Claimant's other complaints of detriment to be presented within the time limit in ERA section 48(3)(a). The Tribunal therefore does not have jurisdiction to consider them and they fail and are dismissed.
5. Reasons were given orally at the hearing. Written reasons will not be provided unless asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

Employment Judge Camp

06/09/2024

**Case Number: 1307902/2023**

Sent to the parties on:

13/09/2024

For the Tribunal Office:

L. O'Neill