



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs AE Thomas

**Respondent:** Almond Care Ltd

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**Heard at:** Midlands West Employment Tribunal (in private; by CVP video)

**On:** 21 February 2025

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

### Appearances

For the claimant: In person

For the respondent: Ms Hussain

## JUDGMENT

### The Judgment of the Employment Tribunal is that:

1. The following claims are dismissed because the Tribunal does not have jurisdiction to consider them, because they are out of time:
  - 1.1 Breach of contract
  - 1.2 Detriment for making a flexible working request and
  - 1.3 Detriment for alleging the employer had infringed a right conferred by the Working Time Regulations 1998, or any other ground under s45A (1) Employment Right Act 1996.

**Approved by Employment Judge Kelly**

**Approved on 24 February 2025**

