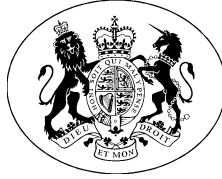


JUDGMENT



EMPLOYMENT TRIBUNALS

Claimant: Mrs. FAZIA HASANALLI DAMANI

Respondent: ZEST CARE HOMES LIMITED

HELD AT: BIRMINGHAM, REMOTELY BY CVP

ON: 7/01/25

BEFORE: EMPLOYMENT JUDGE MANLEY

REPRESENTATION

For the claimant: In person

For the respondent: Mr. Scott, Director

JUDGMENT

The judgment of the Tribunal is that:

1. The Tribunal is satisfied that it was not reasonably practicable for the Claimant to present her claim before the end of the period of three months from the effective date of termination, namely 13 March 2024. The Tribunal was further satisfied that in presenting her claim on 26 August 2024, the Claimant did so within a period that was reasonable in all the circumstances. Accordingly, the Tribunal has jurisdiction to hear the claim which may now proceed to a final hearing.

JUDGMENT

Employment Judge MANLEY

Date: 7/01/2025

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.