



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT
MISS C BODES

V

RESPONDENT
MR J TEALE

JUDGMENT ON A PRELIMINARY ISSUE

HELD AT: CARDIFF

ON: 31ST OCTOBER 2018

BEFORE: EMPLOYMENT JUDGE HOWDEN-EVANS
(SITTING ALONE)

REPRESENTATION:

FOR THE CLAIMANT: IN PERSON

FOR THE RESPONDENT: MS CLARKE (COUNSEL)

Having heard evidence from Miss Bodes and Ms Trolley, having considered the documents and heard closing arguments from Miss Bodes and Ms Clarke, the employment judge's decision is Miss Bodes's claims for unfair dismissal, discrimination on the grounds of religion, outstanding wages and holiday pay have not been presented within the time limits set out in section 123 Equality Act 2010, section 23 & 111 Employment Rights Act 1996 and regulation 30 Working Time Regulation 1998. This means the tribunal does not have jurisdiction to hear these claims, so the claims are dismissed.

The employment judge explained her reasons for reaching this decision at the Hearing on 31st October 2018. Written reasons will not be provided unless requested within 14 days.

Judicial Note:

During the course of this hearing, the employment judge learnt of the exceptionally sad and difficult circumstances Miss Bodes has experienced since summer 2016. Miss Bodes should be proud of the recovery she is making with her health and the progress she is making in rebuilding her life. Equally she should be very proud of the joy she brought to Ms Larter's life when Miss Bodes was her main carer. Miss Bodes is a very caring lady. Before her ill health, she was a devoted carer for Ms Larter and treated her like a granddaughter would look after a much-loved grandmother. I hope Miss

Bodes is able to find employment in the near future as she clearly has very much to give to a profession in helping others.

Employment Judge Howden-Evans

Dated: 31st October 2018

JUDGMENT SENT TO THE PARTIES ON

5 November 2018

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS