



EMPLOYMENT TRIBUNALS

Claimant: Mrs N Kiff

Respondent: IRubber Limited, trading as Invincible Rubber

JUDGMENT

The complaint that the claimant was unfairly dismissed is struck out.

REASONS

1. The claimant complains of unfair dismissal.
2. Section 108 of the Employment Rights Act 1996 requires a claimant to have not less than two years' service to make an unfair dismissal complaint, unless there are special circumstances that don't seem to apply in this case. The claimant was employed by the respondent for less than two years. Therefore the claimant is not entitled to bring such a complaint.
3. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why that complaint should not be struck out.
4. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaint – for notice pay – is not affected by this judgment.

Employment Judge Camp

25 September 2019

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE