



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs L Humphrey

**Respondent:** Hermes Parcelnet Limited

## JUDGMENT

The complaint of unfair dismissal is struck out.

## REASONS

1. By a letter dated **4 February 2020** the Tribunal gave the claimant an opportunity to make representations or to request a hearing, as to why the complaint of unfair dismissal should not be struck out because under Section 108 of the Employment Rights Act 1996 claimants are not entitled to bring a complaint of unfair dismissal unless they were employed for two years or more except in certain specific circumstances which did not seem to apply in this case.
2. The claimant has failed to make representations in writing, or has failed to make any sufficient representations, why this should not be done or to request a hearing. The complaint of unfair dismissal is therefore struck out.
3. The claimant's remaining claim(s) remains listed for hearing on **30 April 2020**.

---

**Employment Judge Beard**

Date – 27 April 2020

JUDGMENT SENT TO THE PARTIES ON  
27 April 2020

.....  
.....  
FOR THE TRIBUNAL OFFICE