



EMPLOYMENT TRIBUNALS

Claimant: Ms UK Patel

Respondent: Spamedica Ltd

JUDGMENT

1. The complaint that the claimant was unfairly dismissed is struck out.
2. The claimant's claims for breach of contract and for pay in lieu of accrued but untaken annual leave under the Working Time Regulations 1998 are dismissed following withdrawal by the claimant.

REASONS

1. The claimant complained 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. 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 the complaint should not be struck out.
3. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.
- 4.

Employment Judge Phil Allen

Date: 18 May 2020

Case No: 2400882/2020

JUDGMENT SENT TO THE PARTIES ON

4 June 2020

FOR THE TRIBUNAL OFFICE