



# EMPLOYMENT TRIBUNALS

**Claimant** Mrs L Nicholls

**Respondent:** Guthra Saiprasad

**HELD AT:** Sheffield

**ON:** 16 December 2019

**BEFORE:** Employment Judge Little

## REPRESENTATION:

**Claimant:** In person (accompanied by Mrs L George of Support through Court)

**Respondent:** Mr J Gilbert, Consultant (Peninsula Business Services Limited)

# JUDGMENT

1. It is adjudged that the complaint of unfair dismissal is struck out because the Tribunal does not have jurisdiction. That is because the claimant did not have the two years' qualifying period which is required by the Employment Rights Act 1996, section 108.

2. The complaints of harassment related to sex and direct sex discrimination are unaffected by this Judgment and will continue and be determined on their merits in due course.

Employment Judge Little

Date 30<sup>th</sup> December 2019