



EMPLOYMENT TRIBUNALS

Claimant: Mrs N Kovaleva

Respondent: Heras Perimeter Protection Ltd

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.
3. The claimant was employed by the respondent for less than two years.
4. Therefore, the claimant is not entitled to bring such a complaint.
5. 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.
6. Accordingly, the complaint of unfair dismissal is struck out.
7. The claimant's other complaints are not affected by this judgment. This means that while your claim of unfair dismissal is struck out your claim of discrimination will continue. You must be prepared to explain at the case management hearing on the 2 March 2021 why you say you were discriminated against and on what grounds.

Employment Judge Hutchinson

Date: 29 January 2021