



EMPLOYMENT TRIBUNALS

Claimant: Mrs A Franczak

Respondent: Allied Care Ltd

Heard at: Bristol (by CVP) **On:** 20 July 2021

Before: Employment Judge Christensen

Representation

Claimant: Represented herself

Respondent: Represented by Ms L Hatch of Counsel

JUDGMENT

1. The claim of (constructive) unfair dismissal based upon S98 Employment Rights Act is dismissed. There is no reasonable prospect of the claim succeeding as the claimant did not have 2 years' service.
2. The claimant's application to amend to add new causes of action based upon S18 Equality Act (pregnancy discrimination) and S99 Employment Rights Act is dismissed in accordance with *Selkent Bus Company-v-Moore*.

Employment Judge Christensen
Date: 20 July 2021

Sent to the Parties: 26 July 2021

FOR THE TRIBUNAL OFFICE