



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs C Gibbs

**Respondent:** I Care GB Limited

**Heard at:** Manchester (in public, by CVP)

**On:** 20 January 2022

**Before:** Employment Judge Whittaker (sitting alone)

## Representatives

For the claimant: In person

For the respondent: Miss S Begg, Solicitor

# JUDGMENT

The claimant's claim of unfair dismissal contrary to section 111 of the Employment Rights Act 1996 (ordinary constructive unfair dismissal) and contrary to section 95(1)(c) of the Employment Rights Act 1996 (ordinary constructive dismissal) is dismissed.

# REASONS

At the effective date of termination of the employment of the claimant by the respondent, the claimant did not have the necessary two years' qualifying period of service to bring a claim for ordinary constructive unfair dismissal.

Employment Judge Whittaker

Date: 27<sup>th</sup> January 2022

JUDGMENT AND REASONS SENT TO THE PARTIES ON  
14 February 2022

FOR THE TRIBUNAL OFFICE

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