



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss L Penrose

**Respondent:** Bevancare Limited

## JUDGMENT

The complaint of unfair dismissal 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. Therefore, the claimant is not entitled to bring a complaint of unfair dismissal.
4. 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.
5. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment and shall proceed to a hearing on **4 May 2022**.

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Employment Judge Batten  
Date: 31 March 2022

JUDGMENT SENT TO THE PARTIES ON  
4 April 2022

FOR THE TRIBUNAL OFFICE