



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs J Dodd

**Respondent:** EDF Energy Ltd

## JUDGMENT

The complaint of **Unfair Dismissal** is struck out.

## REASONS

1. By a letter dated **19 April 2022** the Tribunal gave the claimant an opportunity to make representations or to request a hearing, as to why the complaint of **Unfair Dismissal** should not be struck out because,
  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 following the letter from the Tribunal dated 19 April 2022, why the complaint should not be struck out.
  6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.
2. The claimant has failed to make representations in writing, or has failed to make any sufficient representations, why this should not be done or to request a hearing. The complaint of **Unfair Dismissal** is therefore struck out.
3. The claimant's remaining claims remain listed for hearing on **22 November 2022**.

Employment Judge Livesey  
Date: 26 May 2022

Judgment sent to the parties: 15 June 2022

FOR THE TRIBUNAL OFFICE