



EMPLOYMENT TRIBUNALS

Claimant: Ms P Stephens

Respondent: (1) Dacorum Borough Council (2) Vivid Resourcing Ltd (3) Sapphire DNP Ltd

Heard at: Reading (in private; by telephone)

On: 25 April 2023

Before: Employment Judge Shastri-Hurst

Appearances

For the claimant: in person

For the first respondent: Mr Ward (counsel)

For the second respondent: Mr Gwillam (solicitor)

For the third respondent: N/A (as has not been served with the claim form and is therefore not currently aware of the claim)

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 third respondent for less than two years.
4. Therefore the claimant is not entitled to bring such a complaint.
5. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge **Shastri-Hurst**

Case No: 3312680/2022

24th May 2023

JUDGMENT SENT TO THE PARTIES ON

28th May 2023

GDJ
FOR THE TRIBUNAL OFFICE