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**EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 8000245/2023**

**Held via telephone in Dundee on 2 August 2023**

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**Employment Judge N Buzzard**

**Mrs A Hussain**

**Claimant  
In Person**

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**Forth Valley Rape Crisis Centre**

**Respondent  
Represented by:  
Mr Lane  
(Solicitor)**

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**JUDGMENT**

1. The claimant complains of unfair dismissal.

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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. None of the limited exceptions to the two years' service rule apply to the claimant.

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4. Accordingly, the claimant's unfair dismissal claim is struck out. The claimant's other claims are not affected by the judgment.

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**Employment Judge: N Buzzard**  
**Date of judgment: 17 August 2023**  
**Date sent to parties: 24 August 2023**