



EMPLOYMENT TRIBUNALS

Claimant: Miss J Laughton

Respondent: Edinburgh Woollen Mill

JUDGMENT

The claimant's application dated 7 September 2023 for reconsideration of the judgment sent to the parties on 1 September 2023 is refused.

REASONS

There is no reasonable prospect of the original decision being varied or revoked. The right to claim ordinary unfair dismissal requires the claimant to have been continuously employed for 2 years or more. The length of the term of a contract of employment is not the determining factor, but rather how long that employment actually lasted. The claimant does not dispute that this was less than 2 years. The tribunal must apply the statutory provisions. It has no discretion to depart from those, whether in the interests of justice or otherwise. Parliament has determined the qualifying period of service necessary to pursue this type of claim.

Employment Judge Maidment

Date 25 September 2023