



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Megon Mitchell

**Respondents:** 1. Chartered Institute of Library and Information Professionals  
2. Clare Wilkins  
3. Duncan Anthony

## JUDGMENT

1. The complaint of unfair dismissal is struck out.
2. This Judgment does not affect the other complaints in the claim, which shall proceed to be determined at the final hearing on 1 – 4 April 2025.

## 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 R1 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, 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.

Employment Judge **Klimov**  
Date: 10 July 2024

**Case no: 2200784/2024**

JUDGMENT SENT TO THE PARTIES ON

12 July 2024

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FOR THE TRIBUNAL OFFICE