



EMPLOYMENT TRIBUNALS

Claimant: Miss Y E Willington

Respondent: Jevids Care Ltd

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 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, why the complaint should not be struck out. Although the claimant provided some reasons as to why she objected to her unfair dismissal claim being struck out these were not reasons that are acceptable reasons for not doing so. The Employment Rights Act 1996 is clear in terms of who is afforded protection against unfair dismissal, and in the ordinary case, this requires 2 years' service.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge M Butler

Date: 15 October 2024

JUDGMENT SENT TO THE PARTIES ON
17 October 2024

FOR THE TRIBUNAL OFFICE