



# EMPLOYMENT TRIBUNALS

**Claimant:** Carol Wiggins

**Respondent:** Cheeky Charlie Ovens Ltd

## JUDGMENT

The Claimant's claim of unfair dismissal 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. Therefore the Claimant is not entitled to bring such a complaint.
4. The Tribunal wrote on 3 October 2024 giving to the Claimant an opportunity to provide reasons why the complaint of unfair dismissal should not be struck out.
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.

Approved by Employment Judge Burge  
16 January 2025

Judgment sent to the parties on  
17 February 2025