



EMPLOYMENT TRIBUNALS

Claimant: Angel Keene

Respondent: Bauer Radio Limited

RECONSIDERATION JUDGMENT

The claimant's application dated 28 February 2025 for reconsideration of the judgment sent to the parties on 24 February 2025 is refused.

REASONS

1. The claimant's Particulars of Claim stated that she was making a claim under section 95(1)(c) of the Employment Rights Act 1996. This is a claim for "ordinary" unfair dismissal. Such claims require 2 years' service. The tribunal does not have discretion to hear this complaint because the claimant had less than two years' service.
2. The claimant now says that she is making a claim for dismissal on health and safety grounds under section 100(1)(e) of the Employment Rights Act 1996. It is not apparent from her Particulars of Claim that the circumstances of her case fall within this section and it is likely she will need to amend her claim to proceed with it.
3. Furthermore, if she is also suggesting that her dismissal was discriminatory, this should form part of her discrimination claim.
4. However, these matters do not alter the fact that she made a claim for "ordinary" unfair dismissal, which cannot proceed and therefore is struck out.

Approved by
Employment Judge Liz Ord

Date 3 March 2025

Case No:6000128/2025

12 March 2025

Sent to Parties.