



# EMPLOYMENT TRIBUNALS

**Claimant:** J Prime  
**Respondent:** Sense, The National Deafblind and Rubella Association

## 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. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints, including any claim that her constructive dismissal was discriminatory, are not affected by this judgment.

Approved by  
Employment Judge E Burns  
Date: 14 April 2025

JUDGMENT SENT TO THE PARTIES ON

17 April 2025

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FOR THE TRIBUNAL OFFICE