



# EMPLOYMENT TRIBUNALS

**Claimant:** Helen Wilson

**Respondent:** TECNIQ Ltd

**Heard at:** East London Hearing Centre (via CVP)

**On:** 8 May 2025

**Before:** Employment Judge G. King

## Representation

For the Claimant: In person

For the Respondent: Mr A. Smith - Director

# JUDGMENT

1. Pursuant to s.108 Employment Rights Act 1996, the Claimant does not have the required period of two years' qualifying service to bring a claim of constructive unfair dismissal, in relation to alleged breaches of contract which caused her to resign. The Employment Tribunal therefore has no jurisdiction to hear the Claimant's claim of constructive unfair dismissal.

**Approved by**  
**Employment Judge G. King**  
**Date: 8 May 2025**

## Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

## Public access to employment tribunal decisions

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>