



EMPLOYMENT TRIBUNALS

Claimant: Ms A Afzal

Respondent: Inspiralis Limited

Heard at: Norwich Employment Tribunal

On: 1 May 2025

Before: Employment Judge M Magee

Representation

Claimant: Mr Maqbool (Lay Representative)

Respondent: Mr Bush (Counsel)

JUDGMENT

1. The Tribunal does not have jurisdiction to consider the Claimant's claim of unfair dismissal as she does not have sufficient service to bring a claim. The Claimant's claim for unfair dismissal is not well founded and is dismissed.

Approved by

Employment Judge Magee

Date 6 June 2025

JUDGMENT SENT TO THE PARTIES ON

09/6/2025

FOR THE TRIBUNAL OFFICE

Notes

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

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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/>