



EMPLOYMENT TRIBUNALS

Claimant:

Ms K Clare

v

Respondent:

Minet Green Health Practice

On The Papers Before: Employment Judge Fredericks-Bowyer

On: 2 July 2025

STRIKE OUT

1. The claimant's unfair dismissal claim is struck out because she has no standing to bring that complaint, having had less than 2 years' continuous service at the time of her dismissal.
2. The claimant's other complaints under this claim number are unaffected by this judgment.

REASONS

1. The claimant requires two years' continuous service to bring her complaint of 'ordinary' unfair dismissal. The claimant was employed by the respondent from 27 September 2022 to 15 May 2024. That is a period of less than two years.
2. On 10 June 2025, I sent a letter to the claimant proposing the unfair dismissal complaint should be struck out for her lack of service, and inviting submissions if the claimant objected to my proposal.
3. The claimant responded on 1 July 2025 to object to the proposal. No reasons were offered for the objection, and the claimant attached a variety of medical evidence showing the injury she suffered which she said led to her dismissal. The evidence attached does not assist the claimant in establishing a way to bring an unfair dismissal complaint without two years' service.
4. The Tribunal has no jurisdiction to hear this complaint. It is therefore struck out.

Case Number: 6017772/2024

Approved by: Employment Judge Fredericks-Bowyer

Dated: 2 July 2025

Sent to the parties on:

Shiraham Hassan

5 July 2025