



EMPLOYMENT TRIBUNALS

Claimant: Miss F L Franco Martins

Respondent: Vitality Health Insurance Limited

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. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment, including the claim that there was a discriminatory constructive dismissal.

Approved by
Employment Judge Bax
Date: 17 September 2025

JUDGMENT SENT TO THE PARTIES ON
22 October 2025

Jade Lobb
FOR THE TRIBUNAL OFFICE