



EMPLOYMENT TRIBUNALS

Claimant: Ms S El-Raie

Respondent: Cranfield Solutions Limited

JUDGMENT

The complaint of unfair dismissal is struck out.

REASONS

1. By a letter dated 2 July 2025 the Tribunal gave the claimant an opportunity to make representations why the claim should not be struck out because she appeared to lack the two years' continuous employment usually required to bring a claim of unfair dismissal.
2. The claimant has provided detailed representations and has not requested a hearing. I am satisfied that it is not necessary to have a hearing and so I consider strike out on the papers. I have considered in particular the claimant's document headed "Strike Out Warning – Case No. 6020979/2025". I also note the claimant's clarification (dated 2/7/25) that the claim is against Cranfield Solutions Limited and her further clarification (same date) about the dates of employment. Nothing in the claim form or in the written representations suggests that any of the exceptions to the usual rule in s 108 Employment Rights Act 1996 apply here. The claimant was not continuously employed for not less than two years and the Tribunal therefore has no jurisdiction to consider a complaint of unfair dismissal.
3. I do however note that, reading the claim form as whole, and in particular box 9.2, there does appear to be a claim for one week's notice pay due following the claimant's resignation because of what she says was the respondent's repudiatory breach of contract, even though the relevant box at 8.1 has not been ticked. The claim for notice pay is unaffected by this judgment and so that may be pursued; I have made separate directions about that. The claimant should keep in mind however that even if the claim is successful she is unlikely to be awarded more than one week's wages.

Approved by:

Employment Judge Dick

16 September 2025

JUDGMENT SENT TO THE PARTIES
ON

1 December 2025

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FOR THE TRIBUNAL OFFICE

Notes

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 claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/