



EMPLOYMENT TRIBUNALS

Claimant: **Miss R Bate**

Respondent: **Bryan Ferriby**

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 by correspondence dated 12 and 27 November 2025, 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.

Approved by
Employment Judge Bax
Date: 9 December 2025

JUDGMENT SENT TO THE PARTIES ON
11 December 2025