



EMPLOYMENT TRIBUNALS

Claimant

Ms F Razick

Respondent

Jacobs & Turner Ltd

v

Heard at: Cambridge

On: 21 January 2026

Before: Employment Judge Tynan

Appearances

For the Claimant: In person

For the Respondent: Ms L Halsall, Counsel

Interpreter: Mr S Selvarajah (Tamil speaking)

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 discrimination complaints are not affected by this judgment.

Approved by:
Employment Judge Tynan

Date: 22 January 2026

Sent to the parties on:
12 February 2026.....

For the Tribunal:
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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 is likely to be payable in most but not all circumstances. 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/>