



EMPLOYMENT TRIBUNALS

Claimant: Ms S Derinyer

Respondent: Marks and Spencers

JUDGMENT

The complaints that the claimant was unfairly dismissed and the claim for a redundancy payment are struck out.

REASONS

1. The claimant complains of unfair dismissal and claims a redundancy payment.
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 and has to have two year's service to receive a redundancy payment.
3. The claimant was employed by the respondent for less than two years.
4. Therefore, the claimant is not entitled to bring such complaints.
5. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaints should not be struck out.
6. Accordingly, the complaints of unfair dismissal and for a redundancy payment are struck out. The claimant's other complaints are not affected by this judgment.

Approved by
Employment Judge Alliot
Date: 10 March 2026

JUDGMENT SENT TO THE PARTIES ON

10 March 2026

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FOR THE TRIBUNAL OFFICE