



EMPLOYMENT TRIBUNALS

Claimant:
Rosemi Thekkeyil

v

Respondent
South Cliff Limited

On the papers

On: 10 April 2026

Before: Employment Judge Fredericks-Bowyer

STRIKE OUT

The complaint of unfair dismissal is struck out because the claimant does not have at least 2 years' continuous service as required by s108 Employment Rights Act 1996.

REASONS

1. The claimant has no standing to bring this claim and so it must be struck out.
2. The claimant was given the opportunity to object to the strike out, and did so. In reply, the claimant says that the claim is about wrongful dismissal and possibly automatic unfair dismissal.
3. The case as pleaded is not about automatic unfair dismissal. No such allegation can be fairly read from the pleadings. There is no application to include such a complaint.
4. The claim of wrongful dismissal (failure to pay notice pay) continues and is not struck out. That claim will be heard over a reduced one day final hearing on 12 April 2028

Employment Judge Fredericks-Bowyer
Dated: 10 April 2026