



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Rus

**Respondent:** STUDIO 17 HEALTH HUB LTD

## 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 letter dated 27 January 2026, why the complaint should not be struck out.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaint of wrongful dismissal (notice pay) is not affected by this judgment.

Approved by  
Employment Judge **Hart**  
Date: 20<sup>th</sup> April 2026

Judgment sent to parties on:  
Date: 21<sup>st</sup> April 2026

For the Tribunal Office