



EMPLOYMENT TRIBUNALS

Claimant: O Kulibaeva

Respondent: Shepherd Neame

JUDGMENT

The Claimant's claim of unfair dismissal 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. Therefore the Claimant is not entitled to bring such a complaint.
4. The Tribunal wrote on 11 November 2024 giving to the Claimant an opportunity to provide reasons why the complaints of unfair dismissal should not be struck out.
5. The Claimant did not respond. As such she has failed to explain why her case contains one of the exceptions set out in section 108 of the Employment Rights Act 1996 and 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.
7. This does not affect the Claimant's other complaints which continue.

Approved by:
Employment Judge Burge
Date: 12 May 2026

Sent to the parties on:
Date: 15 May 2026