



EMPLOYMENT TRIBUNALS

Claimant: Jessica Schiel

Respondent: M&M DISTRIBUTION LONDON LIMITED

JUDGMENT

The complaints under s. 111 of the Employment Rights Act 1996 are 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 other complaints, including the complaint of automatically unfair dismissal, contrary to section 104 ERA 1996 are not affected by this judgment.

Approved by
Employment Judge Midgley
Date: 18 May 2026

JUDGMENT SENT TO THE PARTIES ON
5 June 2026

Jade Lobb
FOR THE TRIBUNAL OFFICE