



EMPLOYMENT TRIBUNALS

Claimant: Mrs F Chepchirchir

Respondent: Royal Free London NHS Foundation Trust

Heard at: Watford Employment Tribunal (in public, by CVP) **On:** 7 May 2026

Before: Employment Judge Baran (sitting alone)

Appearances:

Claimant: Represented herself

Respondent: P Leonard (counsel)

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. I have considered the claimant's written submissions in relation to this point. I have also considered her submissions to today's hearing.
6. The claimant has failed to give an acceptable reason why the complaint should not be struck out.
7. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment, including the claimant's complaints that her dismissal was an act of discrimination contrary to the provisions of the Equality Act 2010.

Approved by:

Employment Judge Baran

7 May 2026

Sent to the parties on:

7 June 2026

.....

For the Tribunal Office:

.....

Notes

1. Judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.
2. If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.
3. Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.
4. The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

5. If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.
6. Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>