



EMPLOYMENT TRIBUNALS

Claimant: Miss D Mahapure

Respondent: Catherine House Limited

RECORD OF A PRELIMINARY HEARING

Heard at: Southampton (in private, by telephone) **On:** 18 June 2026

Before: Employment Judge Self

Appearance

For the Claimants: No Attendance

For the Respondent: Ms C Garrett – Solicitor

JUDGMENT

1. The Claim for ordinary unfair dismissal is struck out for the reasons outlined below.
2. The Claim for automatically unfair dismissal pursuant to section 103A Employment Rights Act 1996 is struck out as having no reasonable prospect of success.
3. The Claimant for protected disclosure detriment is struck out as it has no reasonable prospect of success.

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 are not affected by this judgment.

Approved by
Employment Judge Self
Date: 19 June 2026

JUDGMENT SENT TO THE PARTIES ON
30 June 2026

FOR THE TRIBUNAL OFFICE