



EMPLOYMENT TRIBUNALS

Claimant: Molly Peck

Respondent: Able Canines

JUDGMENT

The complaints of **Unfair Dismissal** and **payment of a Redundancy Payment** are struck out.

REASONS

1. The Tribunal wrote to the Claimant on 22 January 2026 warning them that the Tribunal was considering striking out part of the claim. This was because it appeared to the Tribunal, under section 108 of the Employment Rights Act 1996 claimants are not entitled to bring a complaint of unfair dismissal or payment of a redundancy payment unless they were employed for two years or more except in certain specific circumstances which do not seem to apply in this case.
2. The letter gave the Claimant an opportunity to explain why that part of the claim should not be struck out, or to request a hearing at which to do so. The Claimant has not replied.
3. I am satisfied that the grounds for striking out those parts of the claim under Rule 38 apply, and that it would be in accordance with the overriding objective in Rule 3 to strike out those parts of the claim.
4. Those parts of the claim are therefore struck out. The rest of the claim is not affected by this judgment.

Approved by:

Employment Judge Lumby

Date: 21 June 2026

JUDGMENT SENT TO THE PARTIES ON
8 July 2026

Jade Lobb
FOR THE TRIBUNAL OFFICE