



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms S Terrassier

**Respondent:** X3 Consulting Ltd

**Heard at:** Watford Employment Tribunal (In Public; In Person)

**On:** 19 June 2026

**Before:** Employment Judge Quill (Sitting Alone)

## Appearances

For the Claimant: Litigant in person

For the respondent: Mr A Pickett, counsel

# JUDGMENT

1. The claimant was an employee of the respondent from 1 September 2023 until the effective date of termination, which was 13 June 2025.
2. There was no contract of employment (and, in fact, no contract at all) between the parties until, on 18 August 2023, a contract was formed under which the claimant commenced continuous employment from 1 September 2023.
3. As a result of the above, the period of continuous employment was less than two years as of the effective date of termination
4. Section 108(1) of the Employment Rights Act 1996 ("ERA") applies. For the avoidance of doubt, none of the exceptions or qualifications in the remainder of section 108 ERA apply
5. In other words because the claimant had been employed for less than two years she had not yet acquired the right granted by section 94 ERA.
6. Thus the decision on the preliminary issue is that the complaint of unfair dismissal is dismissed because the claimant had not been employed by the respondent for the necessary qualifying period.

7. The only complaint presented was unfair dismissal. Therefore, the consequence of the decision on the preliminary issue is that the entire claim has been dismissed.

Approved by:

**Employment Judge Quill**

Date: 19 June 2026

JUDGMENT SENT TO THE PARTIES ON  
11 July 2026

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FOR THE TRIBUNAL OFFICE

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If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

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.

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.

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.

**Recording and Transcription**

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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.

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