EMPLOYMENT TRIBUNALS

Claimant: **Camella frater**

Respondent: **St Christopher's Fellowship**

JUDGMENT

The Claimant's claim of unfair dismissal 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. Therefore the Claimant is not entitled to bring such a complaint.

4. The Tribunal wrote on 19 March 2026 giving to the Claimant an opportunity to provide reasons why the complaints of unfair dismissal should not struck out.

5. The Claimant responded on 15 April 2026. She failed to explain why her case contains one of the exceptions set out in section 108 of the Employment Rights Act 1996 and has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out.

6. "Procedural unfairness surrounding my suspension" on its own is not a complaint that can be brought in the Employment Tribunal.

7. Accordingly, the complaint of unfair dismissal is struck out.

8. The claim is therefore at an end.

Employment Judge Burge
13th July 2026

JUDGMENT SENT TO THE PARTIES ON
14th July 2026

FOR THE TRIBUNAL OFFICE