



EMPLOYMENT TRIBUNALS

Claimant: Miss S Boulkrinat

Respondent: Pret A Manger (Europe) Limited

Heard at: London South Employment Tribunal, Croydon

On: 17 July 2026

Before: Employment Judge Abbott (sitting alone)

Representation

Claimant: representing herself

Respondent: Mr J Braier, counsel, instructed by Squire Patton Boggs (UK) LLP

JUDGMENT

1. The complaints of unfair dismissal and unlawful deductions from wages were not presented within the applicable primary time limits in the Employment Rights Act 1996. It was reasonably practicable to do so. The complaints of unfair dismissal and unlawful deductions from wages are therefore dismissed as the Tribunal does not have jurisdiction to hear them.
2. The complaints of harassment related to age, direct age discrimination and discrimination arising from disability were not presented within the applicable primary time limits in the Equality Act 2010. It is not just and equitable to extend the time limit. The complaints of harassment related to age, direct age discrimination and discrimination arising from disability are therefore dismissed as the Tribunal does not have jurisdiction to hear them.
3. In any event, the claimant did not have the right to bring a complaint of unfair dismissal as, at the effective date of termination, she did not have two years' continuous service as required under section 108(1) of the Employment Rights Act 1996 and no relevant exception applied.
4. All complaints in the claim having been dismissed, the hearing listed for 19-22 January 2027 will not take place.

Approved by:

Employment Judge Abbott

Date: 17 July 2026

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision. If either party requests written summary reasons then the Tribunal may, if it considers it appropriate to do so, provide written full reasons.

Public access to employment tribunal decisions

All judgments (apart from judgments under Rule 51) and any written full reasons for the 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.

Recording and Transcription

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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/>