



EMPLOYMENT TRIBUNALS

Claimant: Kate Croucher

Respondent: Veolia UK Ltd

JUDGMENT

The 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.
4. Therefore the claimant is not entitled to bring these proceedings.
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 claim of unfair dismissal is struck out.
7. The claim of breach of contract remains live.

Approved by
Employment Judge Shastri-Hurst
Date: 14 July 2026

JUDGMENT SENT TO THE PARTIES ON

4 August 2026

FOR THE TRIBUNAL OFFICE