



EMPLOYMENT TRIBUNALS

Claimant Miss Herpinder Gill

Respondent CIE Limited

Heard at Croydon (by video) **On** 29 July 2026

Before Employment Judge Eoin Fowell

Appearances

Claimant In person

Respondent Hollie Ball, Solicitor, Ward Hadaway LLP

JUDGMENT

1. The complaint of unfair dismissal is dismissed on the basis that Mrs Gill did not have two years' service at the time of her dismissal and so the Tribunal has no jurisdiction to consider that complaint.
2. Notice was sent to her on 24 September 2025, advising that the Tribunal was considering striking out the claim on that basis. She was given until 14 October 2025 to set out any reasons why that should not happen and no response has been received.
3. The claim of discrimination on grounds of pregnancy and maternity is dismissed on withdrawal.
4. The claimant's remaining claim(s) will proceed to hearing on Monday, 27 September 2027.

Employment Judge Eoin Fowell
Date: 29 July 2026

Sent to the parties on:
Date: 5 August 2026