



EMPLOYMENT TRIBUNALS

Claimant: H Phipps

Respondent: Ryde Visionplus Limited

JUDGMENT

Upon application by the Claimant the Judgment dismissing her unfair dismissal claim made on 30 January 2026 is hereby revoked pursuant to Rule 68(2) of the Employment Tribunal Rules of procedure 2024.

REASONS

1. By a Claim Form dated 23 July 2025 the Claimant issued a Claim Form asserting a number of complaints before the Employment Tribunal including unfair dismissal. The dates given on the Claim Form for service was 28 October 2024 to 4 May 2025.
2. To bring an ordinary unfair dismissal claim a Claimant requires two years' continuous service and upon seeing that was not the case on the Claimant's claim form the Tribunal sent out on 21 September 2025 a strike out warning asking the Claimant to show cause why her claim should not be struck out.
3. The Response when asked if the Claimant's dates were correct on the Response form had marked the question "not applicable." The Claim came back before me and in the absence of any communication I struck the claim out for having insufficient continuous service on 30 January 2026.
4. On 2 February, the Claimant indicated that she did, in fact, have sufficient service, which eventually the Respondent agreed. The Claimant has asked me to reconsider my Judgment and with the information I now have from both parties I revoke the previous Judgment.
5. The precise nature of the unfair dismissal claim can be addressed at the Preliminary Hearing which is listed on 10 June 2026 and the Respondent will

no doubt have the opportunity to enter its defence to the same following that hearing.

6. This part of the claim has caused substantial amounts of judicial and administrative time to have been wasted on account of the failings of the parties. Had the Claimant drafted her Claim Form correctly and have answered the strike out warning then none of this would have been necessary. Similarly, if the Respondent had have put the correct dates on their Claim Form.
7. The parties may wish to reflect that their case is not the only one in what is an incredibly busy service and it would be of great assistance if they could undertake documentation accurately and in good time in the future. No further comment is required on this issue.

**APPROVED BY
EMPLOYMENT JUDGE SELF
7 May 2026**

Sent to the parties on
11 May 2026

Jade Lobb
For the Tribunal Office