



EMPLOYMENT TRIBUNALS

Claimant: Elzbieta Gniaz

Respondent: Booker Limited

JUDGMENT

The complaint that the claimant was unfairly dismissed 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 such a complaint.
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. Notably, the conduct the Claimant alleges led him to resign may be considered by a discrimination claim under the Equality Act 2010 but that is different to an unfair dismissal claim under the Employment Rights Act 1996.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment including, notably, any claim for discrimination relating to the matters that led the Claimant to resign.

Approved by
Employment Judge T Perry
Date: 16 July 2026