



EMPLOYMENT TRIBUNALS

Claimant: Michelle Horton

Respondent: Knights

JUDGMENT

The claim is struck out.

REASONS

1. The Claimant brings a complaint of unfair dismissal.
2. Pursuant to section 108 of the Employment Rights Act 1996, a claimant must ordinarily have at least two years' continuous service in order to pursue a complaint of ordinary unfair dismissal.
3. Based on the information before the Tribunal, the Claimant was employed by the Respondent for less than two years.
4. The Tribunal wrote to the Claimant on 13 October 2025 inviting comments on whether they had been employed by Boots in 2006 and subsequently transferred to the Respondent pursuant to the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE), which could be relevant to establishing the requisite qualifying service. The Claimant was directed to respond by 27 October 2025.
5. Despite being given the opportunity to do so, the Claimant did not provide any response.
6. In the absence of any evidence or submissions demonstrating that the Claimant has the necessary qualifying service, or any other basis upon which the complaint could proceed, the Tribunal is satisfied that the Claimant has failed to provide an acceptable reason why the claim should not be struck out.
7. Accordingly, the claim of unfair dismissal is struck out.
8. The hearing listed on 8 October 2026 is vacated.

Employment Judge Bansal

1 October 2026