



EMPLOYMENT TRIBUNALS

Claimant: Ms Kaleen Gendreau

Respondent: Mind and Motion Ltd

JUDGMENT

The complaint of unfair dismissal is struck out. The claimant's other complaints continue.

REASONS

1. The claimant claim included a complaint of unfair dismissal.
 2. Section 108 of the Employment Rights Act 1996 requires a claimant to have not less than two years' service to bring a complaint of unfair dismissal.
 3. The claimant's case as set out in their claim form is that their employment began on 25 September 2025 and terminated on 16 March 2026. The claimant's employment therefore lasted for less than two years.
 4. The Tribunal wrote to the claimant on 28 April 2026 stating that it was proposing to strike out her complaint of unfair dismissal because she had been employed for less than two years. The claimant was given two weeks to provide reasons in writing why her complaint of unfair dismissal should not be struck out. The claimant did not reply giving any such reasons.
 5. Therefore, the claimant has insufficient service to bring a complaint of unfair dismissal. Accordingly, their claim has no reasonable prospect of success and is struck out on that basis under Rule 38 of the Employment Tribunal's Rules of Procedure.
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Employment Judge Evans
Date: 30 July 2026

JUDGMENT SENT TO THE PARTIES
ON
10 October 2026

FOR THE TRIBUNAL OFFICE

P Wing