Case Number: 6046837/2025

EMPLOYMENT TRIBUNALS

Claimant: Catrin Standfield

Respondent: Wales and west utilities

JUDGMENT

The claim is struck out.

REASONS

1. The Tribunal wrote to the claimant on 30 March 2026 warning them that the Tribunal was considering striking out the claim. This was because it appeared to the Tribunal, applying Rule 38 of the Employment Tribunal Procedure Rules 2024, that

   Under section 108 of the Employment Rights Act 1996 claimants are not entitled to bring a complaint of unfair dismissal unless they were employed for two years or more except in certain specific circumstances which do not seem to apply in your case. It appears from your claim that you were employed for less than two years. If so, the Tribunal cannot consider your complaint.
   As you do not appear to be entitled to bring this claim an Employment Judge is proposing to strike it out.

2. The letter gave the claimant an opportunity to explain why the claim should not be struck out, or to request a hearing at which to do so. The claimant has not replied.

3. I am satisfied that the grounds for striking out the claim under Rule 38 apply, and that it would be in accordance with the overriding objective in Rule 3 to strike out the claim.

4. The claim is therefore struck out.

Approved by:

Employment Judge Moore

Date: 29 June 2026

JUDGMENT SENT TO THE PARTIES ON
27 October 2026

Kacey O'Brien
FOR THE TRIBUNAL OFFICE