EMPLOYMENT TRIBUNALS

Claimant: Ms J Roe

Respondent: Mr D Drake

JUDGMENT

The complaint that the Claimant was unfairly dismissed is struck out.

REASONS

1. The Claimant complains of ordinary 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.

6. Accordingly, the complaint of unfair dismissal is struck out. The Claimant's other complaints are not affected by this Judgment.

Approved by
Employment Judge Self

Date: 28 September 2026

Sent to the parties on:
05 November 2026