# EMPLOYMENT TRIBUNALS

**Claimant:** Lauren Barber

**Respondent:** The Family Chemist Limited

# JUDGMENT

The complaint of **Unfair Dismissal** is struck out.

# REASONS

1. The Tribunal wrote to the claimant on 06 June 2026 warning them that the Tribunal was considering striking out part of the claim. This was because it appeared to the Tribunal, applying Rule 38 of the Employment Tribunal Procedure Rules 2024, that, in relation to that part,

   - it was no longer possible to have a fair hearing of that part of the claim, because under section 108 of the striking out the unfair dismissal complaint as 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 the claimant's case.

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

3. That part of the claim is therefore struck out. The rest of the claim is not affected by this judgment.

**Approved by:**

**Employment Judge Broughton**

**Dated: 18 September 2026**

Sent to the parties on

...29 October 2026.....

For the Employment Tribunal

...Elliot Barker.....