



EMPLOYMENT TRIBUNALS

Claimant: Ms T de Souza

Respondent: Nicola Swift

JUDGMENT

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

REASONS

- 1. The claimant complains of 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.

Employment Judge Hutchinson

Date: 15th August 2018

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE