



EMPLOYMENT TRIBUNALS

Claimant: Mrs H Helps

Respondent: iAM Compliant Limited

Heard at: Liverpool (remotely; by CVP)

On: 23 June 2022

Before: Employment Judge K M Ross
(sitting alone)

REPRESENTATION:

Claimant: In person

Respondent: Mr David Jones (Counsel)

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim for unfair dismissal pursuant to sections 95, 98 Employment Rights Act 1996 and her claim for automatically unfair dismissal pursuant to sections 99(1) and 99(3) Employment Rights Act 1996 and the Maternity and Parental Leave Regulations 1999 are struck out because the claims have no reasonable prospect of success, given the claimant does not have 2 years' service for the s95 and s98 ERA 1996 claim and does not meet the criteria under s99 Employment Rights Act and MPL Regulations because the dismissal was not of a prescribed kind, nor was it one of the prescribed circumstances described in the legislation.

2. The claimant's complaints for unfair dismissal under the Equality Act 2010 as identified by Employment Judge Horne at a case management hearing on 31 January 2022 are entirely unaffected by this Judgment and will proceed.

Employment Judge KM Ross

Date: 23 June 2022

JUDGMENT SENT TO THE PARTIES ON

30 June 2022

FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

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