



EMPLOYMENT TRIBUNALS

Claimant: Miss J Stepinska

Respondent: Cakebox Southend Ltd

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 these proceedings.
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 complaint is not affected by this judgment.
7. The hearing listed for the **6 December 2023** will consider whether it was reasonably practicable to bring your claim under the Working Time Regulations 1998 within 3 months of your termination of employment and if not whether it was brought within such further period as is reasonable.

Dated: 9 November 2023

Employment Judge **Lewis**