



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms L Babington

**Respondent:** Lagan's Foundation

## RECORD OF A PRELIMINARY HEARING

**Heard at:** Manchester (in public; by CVP)      **On:** 20<sup>th</sup> June 2024

**Before:** Employment Judge Anderson

### Appearances

For the claimant: In Person

For the respondent: Ms Lewis (HR Representative)

## JUDGMENT

1. The Claimant does not have two years of continuous service and therefore the Tribunal does not have jurisdiction to consider her complaint of constructive unfair dismissal. Therefore, her complaint of constructive unfair dismissal under the Employment Rights Act 1996 is not well-founded and is dismissed.

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Employment Judge Anderson

20<sup>th</sup> June 2024

JUDGMENT SENT TO THE PARTIES ON

24 June 2024

FOR THE TRIBUNAL OFFICE

Notes

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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>