



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms N Ellis

**Respondent:** Grace Haine

## 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 accepts that a claim of unfair dismissal cannot be pursued in her correspondence received on 3 November 2022.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Livesey  
Date: 8 November 2022

Judgment sent to the parties: 18 November 2022

FOR THE TRIBUNAL OFFICE