



EMPLOYMENT TRIBUNALS

Claimant: Ms W Bertram

Respondent: Chaseley Care Home
CCH Blackpool Limited

JUDGMENT

The complaints that the claimant was unfairly dismissed and of a failure to provide a written statement of reasons for dismissal are struck out.

REASONS

1. The claimant complains of unfair dismissal and of a failure to provide a written statement of reasons for 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. Section 92 of the Employment Rights Act 1996 requires a claimant to have not less than two years' service to make a complaint of a failure to provide a written statement of reasons for dismissal.
4. The claimant was employed by the respondent for less than two years. Therefore the claimant is not entitled to bring these complaints.
5. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaints should not be struck out.
6. Accordingly, the complaints of unfair dismissal and of a failure to provide a written statement of reasons for dismissal are struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Batten
Date: 28 January 2021

JUDGMENT SENT TO THE PARTIES ON
4 February 2021

FOR THE TRIBUNAL OFFICE