



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs B Peters

**Respondent:** Country Court Care Homes 2 Limited

## JUDGMENT

The Claimant's complaint of unfair dismissal is struck out.

## REASONS

1. The Claimant complains of unfair dismissal, race and sex discrimination.
2. Section 108 of the Employment Rights Act 1996 ("ERA") requires a claimant to have not less than two years' service to make an unfair dismissal complaint.
3. The Claimant's claim form stated that she had been employed from 9 January 2023 until 16 October 2023.
4. By a letter dated 20 March 2024 the Tribunal gave the Claimant an opportunity to make representations as to why the claim should not be struck out. The submissions outlined in the Claimant's response did not indicate that one of the exceptions to the Rule under section 108 ERA applies.
5. Accordingly, the complaint of unfair dismissal is struck out.
6. The Claimant's complaints of race and sex discrimination continue.

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**Employment Judge Burge**  
**30 April 2024**

**Case No: 2301130/2024**

JUDGMENT SENT TO THE PARTIES ON  
**03 May 2024**

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FOR THE TRIBUNAL OFFICE