



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs M Murray

**Respondent:** The Range

## JUDGMENT

The claim is struck out.

## REASONS

1. By a letter dated **09 January 2020** the Tribunal gave the claimant an opportunity to make representations or to request a hearing, as to why the claim of unfair dismissal should not be struck out because the Claimant does not have two years' service.
2. The Claimant can pursue a complaint that her dismissal was an act of race discrimination. However, a claim for unfair dismissal is distinct from that and requires a Claimant to have been continuously employed for two years. Dismissal being alleged to be because of race is not a reason which removes the requirement for two years' service. The claim of unfair dismissal is therefore struck out.
4. The hearing fixed for **28<sup>th</sup> February 2020** will proceed in respect of the Claimant's claims of race discrimination.

Employment Judge Maidment  
Dated: 29<sup>th</sup> January 2020

JUDGMENT SENT TO THE PARTIES ON  
Dated: 31<sup>st</sup> January 2020