



EMPLOYMENT TRIBUNALS

Claimant: Mr BC Hawes

Respondent: Elite Beds And Mattresses Direct Limited

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 has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.
7. The hearing listed on 30 and 31 January 2019 will now take place on 30 January 2019 only and is reduced to 3 hours.

Regional Employment Judge Pirani

25 September 2018

JUDGMENT SENT TO THE PARTIES ON
28 September 2018

FOR THE TRIBUNAL OFFICE