



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimants**

C1 – Mr J Dellbridge  
C2 – Mrs A Dellbridge

and

**Respondents**

R1 – The Red Lyon (Pub)  
R2 – Rafi Razzak

## JUDGMENT

The complaints that the Claimants were unfairly dismissed are struck out.

## REASONS

1. The Claimants complain of unfair dismissal.
2. Section 108 of the Employment Rights Act 1996 requires a Claimant to have not less than 2 years service to make a complaint of unfair dismissal.
3. The Claimants were employed for less than 2 years.
4. Therefore the Claimants are not entitled to bring such a complaint.
5. The Claimants have 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 are struck out. The other complaints of unpaid wages and notice pay are not affected by this judgment.
7. The case remains listed for hearing on 16 August 2018. The hearing is reduced to 3 hours.

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Employment Judge Vowles

17 April 2018

Sent to the parties on

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for the Tribunal Office