



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr H Sagar

**Respondent:** The Welcome People Ltd

## JUDGMENT

The claim is dismissed.

## REASONS

1 In a claim form presented on 30 April 2020 the Claimant complained of unfair dismissal. The Claimant was employed from 30 October 2019 to 28 April 2020. Section 108(1) of the Employment Rights Act 1996 provides that an employee does not have the right to complain of unfair dismissal unless he has been continuously employed for at least two years on the effective date of termination. There is nothing in the Claimant's particulars of claim to indicate that his complaint is one to which section 108(3) applies. He did not attend the preliminary hearing on 3 March 2021 and thus avail himself of the opportunity to explain why his claim should be allowed to proceed. The Tribunal does not have jurisdiction to consider any of the other complaints made by the Claimant.

Employment Judge - Grewal

Date: 3<sup>rd</sup> March 2021

JUDGMENT & REASONS SENT TO THE PARTIES ON  
03/03/21.

FOR THE TRIBUNAL OFFICE