



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D J Parnall

**Respondent:** Derek Cuthbert Grange

## JUDGMENT

1. The Claimant's claim of unfair dismissal is struck out.
2. The claims of unauthorised deductions from earnings and breach of contract continue.

## 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 following a letter from the Tribunal, why the complaint of unfair dismissal 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.

Employment Judge Smail  
Date: 23 September 2021

Judgment sent to the parties: 21 October 2021

FOR THE TRIBUNAL OFFICE