



EMPLOYMENT TRIBUNALS

Claimant: Mr S Daubney

Respondent: One Pool and Spa

JUDGMENT

The complaint that the claimant was unfairly dismissed is struck out.

REASONS

1. The claimant complains of unfair dismissal.
2. Under s 108 Employment Rights Act 1996, employees must have been employed by their employer for at least two years in order to bring an unfair dismissal complaint, unless certain specific circumstances apply.
3. The claimant was employed by the respondent for less than two years. He has not relied on any of the specific circumstances in which the two-year requirement does not apply.
4. The Tribunal wrote to the claimant on 22 November 2023 giving him a chance to explain why his unfair dismissal complaint should not be struck out. He has not replied.
5. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints have already been dealt with in a Judgment under rule 21 of the Employment Tribunal Rules.

Employment Judge Davies
7 December 2023