



EMPLOYMENT TRIBUNALS

Claimant: Mr M Woods

Respondent: Everyman Motor Racing Activites 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. The time spent in self-employment does count for the purposes of calculating the 2 year qualifying period needed to bring a claim for unfair dismissal. The claimant is not alleging that the period of self-employment was in fact employment. Therefore this is not a good reason.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Adkinson

Date: 5/1/2023