



EMPLOYMENT TRIBUNALS

Claimant: Mr M Sobanski

Respondents: Healthcare Environmental (Group) Ltd
Mitie Waste and Environmental Services Ltd

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 confirmed that he accepts that his unfair dismissal complaint should be struck out.
6. Accordingly, the complaint of unfair dismissal is struck out. The Claimant's claim for arrears of pay is not affected by this Judgment.

Employment Judge Cox

Date: 24 July 2019