



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr H Krayem

**Respondent:** Mitie 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. According to the ET1, the claimant was employed by the respondent for less than two years.
4. The respondent had informed the claimant of its application to strike out his unfair dismissal claim for this reason. There was no suggestion from the claimant that there was any reason why the tribunal had the power to consider his unfair dismissal complaint.
5. Therefore, the claimant is not entitled to bring such a complaint.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaint, of sex discrimination, is not affected by this judgment.

Employment Judge Nash  
Date: 21 November 2019

