



EMPLOYMENT TRIBUNALS

Claimant: Mr D Terry

Respondent: SSGC Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The Claimant's complaint of unfair dismissal is dismissed.
2. The Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay him the sum of £1,964.91.

REASONS

Unfair dismissal

1. 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. The Claimant was employed by the Respondent for less than two years and is therefore not entitled to bring such a complaint.
2. The Claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be dismissed.

Holiday pay

3. The Claimant's calculations in his email of 19 January have been used to calculate his entitlement in this respect.

Employment Judge Livesey

Date: 31 January 2020