



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Watt  
Mr P Dayabaran  
Mr GO Grozavu  
Mr T Genebu  
Mr A Taher  
Mr S V Fuentes  
Mr F R Partida

**Respondent:** Harlow Pizza Limited

## JUDGMENT

The Claimants' complaints of unfair dismissal are struck out.

## REASONS

1. The Claimants complain 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 Claimants were employed by the Respondent for less than two years.
4. Therefore, the Claimants are not entitled to bring such a complaint.
5. The Claimants have failed to give an acceptable reason, despite being given the opportunity to do so, why the complaints should not be struck out.
6. Accordingly, the complaints of unfair dismissal are struck out. The Claimants' other complaints are not affected by this Judgment.

Employment Judge Brain  
Date: 25 February 2020.