



EMPLOYMENT TRIBUNALS

Claimant: Mr R Niessen
Respondent: Mr G L Thornley
Considered on the papers
On: 23 September 2020
Before: Employment Judge Adkinson sitting alone

JUDGMENT

EMPLOYMENT TRIBUNAL'S RULES OF PROCEDURE 2013

The claimant complains of unfair dismissal. **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. Therefore the claimant is not entitled to bring such a complaint. 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 respondent has failed to present a response. Therefore, the claimant is entitled to a judgment in default on their remaining claims.

After considering the Tribunal file and the documents supplied by the claimant, the Tribunal's judgment is as follows:

1. The claimant's claim for unfair dismissal is **struck out**.
2. The respondent has made an unauthorised deduction from the claimant's wages. The respondent **must** pay to the claimant the **net** sum of **£2,100**.
3. Any future hearing is cancelled.

Employment Judge Adkinson

Date: 23 September 2020

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.