



# EMPLOYMENT TRIBUNALS

**Claimants:** 1. Mr A Camacho  
2. Miss AI Ramos Bermejo

**Respondent:** People Solutions

## JUDGMENT

The complaints that the claimants were unfairly dismissed are struck out.

## REASONS

1. The claimants each 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. Therefore, the claimants are not entitled to bring such a complaint.
4. The claimants have failed to give an acceptable reason, despite being given the opportunity to do so, why their complaints of unfair dismissal should not be struck out.
5. Accordingly, the complaints of unfair dismissal are struck out. The claimants' other complaints are not affected by this judgment.

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Employment Judge Batten  
Date: 16 October 2020

**Case Nos: 2413521/2020  
2413522/2020  
2413524/2020  
2413525/2020**

10 November 2020

FOR THE TRIBUNAL OFFICE