



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr L Blackie  
**Respondent:** External Jewels 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. The claimant was employed by the respondent for less than two years.
4. Therefore the claimant is not entitled to bring such a complaint.
5. The claimant has acknowledged this and indicated that he was unaware of the requirement. He has in any event will take claim in respect of his entitlement to notice pay.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Tsamados  
Date: 13 November 2020