



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Critchley

**Respondent:** A & M Insulations Limited

## JUDGMENT

The claim 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. Therefore, the claimant is not entitled to bring a claim of unfair dismissal.
5. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the claim should not be struck out.
6. Accordingly, the claim of unfair dismissal is struck out.

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Employment Judge Batten  
Date: 16 February 2021

JUDGMENT SENT TO THE PARTIES ON

19 February 2021

FOR THE TRIBUNAL OFFICE