



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Oliver Jones

**Respondent:** Hendra Court Nursing Home c/o Mrs Sarah Fletcher

## JUDGMENT

The claimant's complaint of unfair dismissal is struck out.

## REASONS

1. By a letter dated 12 April 2021 the Tribunal gave the claimant an opportunity to make representations or to request a hearing, as to why the claim of unfair dismissal should not be struck out.
2. Section 108 of the Employment Rights Act 1996 states that claimants are not entitled to bring a complaint of unfair dismissal unless they were employed for two years or more.
3. The claimant was not employed by the respondent for two years or more.
4. Therefore, the claimant is not entitled to bring the complaint of unfair dismissal.
5. The claimant has not provided any reasons why the claim should not be struck out, despite being given the opportunity.
6. Accordingly, the claim is struck out.

**Employment Judge Livesey**  
**Date: 19 May 2021**

Judgment and Reasons sent to the Parties: 24 May 2021

FOR THE TRIBUNAL OFFICE