



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. R Rashid

**Respondent:** Steven Bayliss

## 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 set out that he does not dispute that the unfair dismissal complaint should be struck out.
6. Accordingly, the complaint of unfair dismissal is struck out. The Claimant's other complaints are not affected by this judgment.

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Employment Judge Heap  
Date: 30<sup>th</sup> December 2021