



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

v

Mr Z Amirzadah

Sainsbury's Supermarkets Ltd

**Heard at:** Watford by CVP and telephone  
**Before:** Employment Judge Anderson

**On:** 7 January 2022

## Appearances

**For the Claimant:** Mr Amirzadah

**For the Respondent:** Ms Pourtival (inhouse solicitor)

# JUDGMENT

The complaint that the claimant was unfairly dismissed is struck out.

# REASONS

1. The claimant complains of unfair dismissal. At an open hearing on 7 January 2022 the Respondent applied for the unfair dismissal claim to be struck out as 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. The claimant was employed by the respondent for four days.
2. The claimant claimed that the dismissal was a discriminatory dismissal. As this is not one of the reasons for dismissal to which the qualifying period of two years does not apply, the claimant is not entitled to bring such a complaint.
3. 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 Anderson

Date: 11 January 2022

Sent to the parties on: 27/1/2022

For the Tribunal Office: N Gotecha

