



# EMPLOYMENT TRIBUNALS

**Claimants:** Mrs C Rio Alves & Mr M Rio Alves

**Respondent:** Heart Cleaning Limited

## JUDGMENT

The complaints that the claimants were unfairly dismissed are struck out.

## REASONS

1. The claimants complain 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 claimants were employed by the respondent for less than two years.
4. Therefore the claimants are not entitled to bring such a complaint.
5. The claimants have failed to give an acceptable reason, despite being given the opportunity to do so, why the complaints should not be struck out.
6. Accordingly, the complaints of unfair dismissal are struck out. The claimants' other complaints are not affected by this judgment.

Employment Judge Anstis  
Date: 15 March 2022

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE