



EMPLOYMENT TRIBUNALS

Claimant: Mr. A Foster
Respondents: Oakfield Construction Ltd
Ontime Business Services Ltd

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 failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out.
6. Accordingly, the complaint of unfair dismissal is struck out. The Claimant's other complaint of discrimination relying on the protected characteristic of race are not affected by this judgment.

Employment Judge Heap
Date: 10th May 2022

JUDGMENT SENT TO THE PARTIES ON: 11 May 2022