



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Ucuzcu

**Respondent:** Engleburn Care Home

## JUDGMENT

The complaint of Unfair Dismissal is struck out.

## REASONS

By a letter dated 4<sup>th</sup> May 2022 the Tribunal gave the claimant an opportunity to make representations or to request a hearing, as to why the complaint of Unfair Dismissal should not be struck out because the Claimant lacks continuity of service.

Under section 108 of the Employment Rights Act 1996 claimants are not entitled to bring a complaint of unfair dismissal unless they were employed for two years or more except in certain specific circumstances which do not seem to apply in your case.

It appears from your claim that you were employed for less than two years. If so, the Tribunal cannot consider your complaint that you were unfairly dismissed.

This does not affect the other complaints in your claim form.

The complaint of Unfair Dismissal is therefore struck out.

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Employment Judge Midgley  
Date 27 June 2022

JUDGMENT SENT TO THE PARTIES ON  
06 July 2022 by Miss J Hopes

FOR THE TRIBUNAL OFFICE