

**Case Numbers: 1300241/2023, 1300387/2023, 1300495/2023,
1300531/2023, 1300747/2023, 1300783/2023,
1300855/2023, 1301035/2023, 1301144/2023**



EMPLOYMENT TRIBUNALS

Claimants: Ms Charlotte Gotts, Mr Evren Uygun, Karar Ali, Mr Saavan Padhiar, Mr Hussain Abass, Imtanaan Abass, Mr James Hart, Oba Waiyaki, Mr Hok Yin Stephen Chiu

Respondent: University of Warwick

JUDGMENT

The complaints brought by the claimants that they 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 their unfair dismissal complaints should not be struck out.
6. Accordingly, the complaints of unfair dismissal are struck out. The other complaints brought by these claimants are not affected by this judgment.

Regional Employment Judge Findlay

25 April 2023