



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Prajapati

**Respondent:** KGDK Restaurants Limited

## JUDGMENT

Application for reconsideration refused.

## REASONS

The effect of s.108 is mandatory. The Tribunal does not have discretion to waive the statutory requirement for two years' continuous service even if no disciplinary process was followed.

Acting Regional Employment Judge Russell

Date: 17 May 2023