



EMPLOYMENT TRIBUNALS

Claimant: Mr L Brookes

Respondent: Coco Sunbeds Ltd

JUDGMENT

The complaint that the claimant was unfairly dismissed is struck out.

REASONS

1. The claimant complains of unfair dismissal.
2. In order to bring a complaint of unfair dismissal, an employee must have worked for their employer for at least two years, unless one of a limited number of exceptions applies: see s 108 Employment Rights Act 1996.
3. The claimant was employed by the respondent for less than two years. He was given the opportunity to explain why his unfair dismissal complaint should not be struck out. None of the reasons he has given falls within any of the limited exceptions to the requirement for two years' service. That means the Tribunal does not have jurisdiction to hear his unfair dismissal complaint.
4. The complaint of unfair dismissal is therefore struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Davies
Date: 11 September 2023