



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr H Rhodd

**Respondent:** B&M RETAIL LIMITED

## 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 complaints are not affected by this judgment. The claimant may continue to pursue an allegation that his dismissal was discriminatory and seek to recover lost earnings caused by that dismissal.

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Employment Judge Midgley

Date: 14 September 2023

JUDGMENT SENT TO THE PARTIES ON  
02 October 2023 By Mr J McCormick

FOR THE TRIBUNAL OFFICE