



# EMPLOYMENT TRIBUNALS

Claimant: Mr J Onovwakpoma

Respondent: AGE UK OXFORDSHIRE

## 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 said that “*my case was brought under race which is one of the protected characteristics*”. This relates to his claim of race discrimination, which will continue, and which seems to include an allegation that his dismissal was an act of direct race discrimination. However, it does not relate to an unfair dismissal claim or his length of service.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant’s other complaints are not affected by this judgment.

Employment Judge Anstis

Date: 25 September 2023

JUDGMENT SENT TO THE PARTIES ON

16 October 2023

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J Moossavi

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FOR THE TRIBUNAL OFFICE