



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr O Leng

**Respondent:** Samuel Batten

## JUDGMENT

The claim 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 these proceedings.
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 claim is struck out.

---

Employment Judge Sharp  
Date: 11 October 2023

JUDGMENT SENT TO THE PARTIES ON 11 October 2023

FOR THE TRIBUNAL OFFICE Mr N Roche