



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Sobczyk

**Respondent:** Stakehill Limited

## 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 2 years' service to pursue an unfair dismissal complaint.
3. The claimant was employed by the respondent for less than 2 years. Therefore, the claimant is not entitled to bring such a complaint.
4. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the claim should not be struck out. Accordingly, the claim is struck out.

Employment Judge Batten  
Date: 31 August 2023

JUDGMENT SENT TO THE PARTIES ON:  
15 September 2023

FOR THE TRIBUNAL OFFICE