



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr K O'Connell

**Respondent:** Balfour Beatty

## 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 complaint is not affected by this Judgment.

---

Employment Judge Self

Employment Judge Self  
Date: 1 December 2023

JUDGMENT SENT TO THE PARTIES ON  
19 December 2023 By Mr J McCormick

FOR THE TRIBUNAL OFFICE