



EMPLOYMENT TRIBUNALS

Claimant: Mr. T Nicolls

Respondent: Kier Construction Kier Places

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 explains by email of 2 January 2024 that he was on a three year contract, however, he was employed by the respondent for only six months, which is less than the required two years continuous service needed to bring a claim of unfair dismissal.
4. Therefore, the claimant is not entitled to bring these proceedings.
5. Accordingly, the claim is struck out.

Employment Judge Adkin
Date: 8/1/24

JUDGMENT SENT TO THE PARTIES ON
11/01/2024

FOR THE TRIBUNAL OFFICE