



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. G Shields

**Respondent:** Pat Cook and Sons Limited

## 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 a reason, despite being given the opportunity to do so, why the complaint should not be struck out.
6. Accordingly, the remaining complaint of unfair dismissal is struck out. The claimant's other complaints have already been rejected by EJ Hutchinson on 8 January 2024.

Employment Judge Clark  
Date: 31 January 2024

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE