



EMPLOYMENT TRIBUNALS

Claimant: Mr E Ekeledo

Respondent: Winchester City Council

JUDGMENT

The complaints that the claimant was unfairly dismissed are 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 complaints of discrimination on the grounds of race and gender are not affected by this judgment.**

Employment Judge Midgley

Date: 20 February 2024

JUDGMENT SENT TO THE PARTIES ON

15 April 2024

FOR THE TRIBUNAL OFFICE