



EMPLOYMENT TRIBUNALS

Claimant: Mr J Dare

Respondent: Demipower Limited

Heard at: Watford by video

On: 03 April 2024

Before: Employment Judge R Russell

Representation

Claimant: In person

Respondent: Mr N Radcliffe, Head of People for Respondent

JUDGMENT

1. By agreement of the parties, the Respondent's name is amended to Demipower Limited.
2. The Claimant complains of unfair dismissal. 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. The Claimant was employed by the Respondent for less than two years. He is not entitled to bring such a complaint. He has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint of unfair dismissal should not be struck out. Accordingly, the complaint of unfair dismissal is struck out.
3. The complaint of breach of contract in relation to notice pay is not well-founded and is dismissed.
4. The Claim is therefore dismissed in its entirety.

Employment Judge R Russell

Date 03 April 2024

JUDGMENT SENT TO THE PARTIES ON

01/05/2024

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>