



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Achour

**Respondent:** Beale Halai Ltd

## JUDGMENT

The complaint that the claimant was unfairly dismissed is struck out.

## REASONS

1. One of the boxes ticked in the claim form is “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, save for some specific exceptions.
3. The claimant was employed by the respondent for less than two years and the claim form gives no information about why an exception might apply.
4. Paragraph 5 of the orders sent to parties on 15 April 2024 gave the claimant the opportunity to object to the unfair dismissal claim being struck out. The claimant has failed to give any acceptable reason.
5. Accordingly, the complaint of unfair dismissal is struck out.
6. The claimant’s other complaints are not affected by this judgment, and they remain listed for final hearing.

**Employment Judge Quill**

Date: 19 June 2024

JUDGMENT SENT TO THE PARTIES ON  
20 June 2024

.....  
.....  
FOR THE TRIBUNAL OFFICE