



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Chamberlain

**1<sup>st</sup> Respondent:** Lawton Hotels Limited

**2<sup>nd</sup> Respondent:** Hotel Managers Limited

**3<sup>rd</sup> Respondent:** Mr Andrejic Zlato

**Heard at:** Liverpool (in private; by video hearing)

**On:** 30 May 2024

**Before:** Employment Judge Benson (sitting alone)

## 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 does not object to the claim being struck out.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Benson

Dated 6 June 2024.

Judgment sent to the parties on:  
20 June 2024  
For the Tribunal:

**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.

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**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/>