



# EMPLOYMENT TRIBUNALS

**Claimant:** Adrian Stewart

**Respondent:** Tesco Stores Limited

**Heard at:** Watford ET, via CVP                      **On:** 21 May 2024

**Before:** Employment Judge G. King

## **Representation**

**Claimant:** In person

**Respondent:** Miss L. Bowie - solicitor

# JUDGMENT

1. The Claimant does not have the required period of two years' qualifying service to bring a claim of unfair dismissal, as required by s.108 Employment Rights Act 1996. The Employment Tribunal therefore has no jurisdiction to hear the Claimant's claim of unfair dismissal.
2. The Respondent did not employ the Claimant. The Employment Tribunal therefore has no jurisdiction to hear the Claimant's claims of discrimination on the grounds of race or wrongful dismissal against the Respondent.

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Employment Judge G. King

Date: 21 May 2024

JUDGMENT SENT TO THE PARTIES ON  
3 July 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](http://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/>