



# EMPLOYMENT TRIBUNALS

**Claimant:** Zane Khan

**Respondent:** CNC Leicester Ltd

## JUDGMENT

The complaint that the claimant was unfairly dismissed is struck out.  
The claimant's case is dismissed,

## 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.
7. The claimant's other complaints were rejected on 6 June 2023 as the Tribunal had no jurisdiction to consider them.
8. As the claimant has no remaining complaints listed, his case is dismissed. All future hearings are cancelled.

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Employment Judge McTigue

Date: 6 August 2024