



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Jamsheedh Moolechalil Parikochu

**Respondent:** Middlesbrough DP Limited

**Heard at:** Newcastle Employment Tribunal      **On:** 15<sup>th</sup> August 2024

**Before:** Employment Judge McGregor

**By:** CVP

## **Representation**

**Claimant:** Did not appear

**Respondent:** Appeared represented by Miss Laura Tarren

1. The Claim was issued in the Newcastle Employment Tribunal on the 9<sup>th</sup> April 2024. The claim was issued as a Multiple Claim associated to claim number 2500740/24 of Mr Shreedarsh Parthasarathy.
2. The Respondent responded to the claim on the 16<sup>th</sup> May 2024.
3. The Claimant did not attend the hearing on the 15<sup>th</sup> August 2024 and as such did not actively pursue the claim.
4. The Tribunal noted that the Claimant had not provided dates of employment but that dates provided by the Respondent indicated that the Claimant had only been employed between the 26<sup>th</sup> October 2023 and the 19<sup>th</sup> January 2024.
5. The Tribunal therefore determined that the Tribunal has no jurisdiction to hear the Claimant's claim as the Claimant does not fulfil the criteria of qualifying period of two years service with the employer before a claim for unfair dismissal can be made.
6. An oral judgment was given at the hearing and reasons follow.

# JUDGMENT

1. The Respondent's name is amended to Middlesbrough DP Limited.
2. The Claimant's complaint of unlawful dismissal 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 has failed to give an acceptable reason, having failed to attend the hearing, as to why the complaint should not be struck out.
6. Accordingly, the complaint of unfair dismissal is struck out.

Employment Judge McGregor

Date 15<sup>th</sup> August 2024

## 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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