



EMPLOYMENT TRIBUNALS

Claimant: Mr G Ullock

Respondent: Integral UK Ltd

JUDGMENT

The claim is struck out.

REASONS

1. The claimant brings a complaint of unfair dismissal. His claim form says that he was employed between 13 February 2023 and 31st March 2024.
2. In order to bring a complaint of unfair dismissal an employee must have been continuously employed for at least two years at the date employment terminates.
3. The claimant has been given an opportunity to make representations about why his claim should not be struck out, but has not provided any good reason other than to question the need for two years of continuous employment. He has not requested a hearing to make representations.
4. The two year requirement is found within section 108 Employment Rights Act 1996 and the tribunal has no power to vary or disapply that requirement.
5. It follows that the claim is one over which the tribunal has no jurisdiction. It has no reasonable prospect of success and it is struck out under Rule 37.

Regional Employment Judge Franey

Date: 2 September 2024

Case Number: 2402832/2024

Judgment Sent to the Parties On:

4 September 2024

For The Tribunal Office