



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Milne

**Respondent:** Frimley ICB

## 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, unless one of the specific exceptions apply.
3. The claim form implies that the claimant was employed by the respondent for less than two years (from 3 October 2022 to 30 June 2024).
4. Despite being given the opportunity to do so, the Claimant has not presented any reasonable argument that one of the exceptions apply. He merely supplied 51 pages of documentation.
5. Accordingly, the complaint of unfair dismissal is struck out. Since that was the only complaint, the entire claim has been struck out.

**Employment Judge Quill**

Date: 5 October 2024

JUDGMENT SENT TO THE PARTIES ON

24 October 2024.....

FOR THE TRIBUNAL OFFICE