



EMPLOYMENT TRIBUNALS

Claimant: Mr M Shier

Respondent: Paul Gray

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 "ordinary" 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. Accordingly, the complaint of "ordinary" unfair dismissal is struck out. The claimant's other complaints (which for the avoidance of doubt include his claim for automatic unfair dismissal) are not affected by this judgment.

Approved by
Employment Judge Cadney
Date: 4 June 2025

JUDGMENT SENT TO THE PARTIES ON
6 June 2025

Jade Lobb
FOR THE TRIBUNAL OFFICE