



EMPLOYMENT TRIBUNALS

Heard at Croydon (by video) **On** 4 November 2024

Claimant Mr Nuno Marques

Respondent Wettons Cleaning Services Limited

Before Employment Judge Fowell

Representation:

Claimant Ms Sousa (partner)

Respondent No appearance

JUDGMENT

The complaint of unfair dismissal is struck out.

REASONS

1. According to the claim form, the claimant had less than two years' service at the time his employment ended.
2. A notice was sent to the claimant on 19 February 2024 notifying him that it is generally necessary to have two years' service in order to bring a claim of unfair dismissal and giving him until 4 March 2024 to set out in writing any reasons why his complaint of unfair dismissal should not be struck out. No response was received to that letter.
3. At this hearing, the claimant provided documentation showing that he was dismissed without notice by letter dated 13 November 2023.
4. There are limited exceptions to the two-year rule, such as where a person is dismissed for raising health and safety matters or for asserting a statutory right, but no such exception was raised. The claimant's case is that the respondent did not follow a fair process before dismissing him.
5. Although the claim form also included mention of 'other payments', no such payments, such as unpaid wages, could be identified.

6. Accordingly, the claim is confined to a complaint of unfair dismissal and that complaint is now struck out.

Employment Judge Fowell

Date 4 November 2024

SENT TO THE PARTIES ON

20th November 2024

For The Tribunal

O. Miranda