



EMPLOYMENT TRIBUNALS

Claimant: Mr E Osei

Respondent: Arquiva Limited

JUDGMENT

The complaint of unfair dismissal is struck out.

REASONS

1. The tribunal wrote to the claimant on 23 January 2025 with a strike out warning in relation to the claim of unfair dismissal. As set out in the letter, under section 108 of the Employment Rights Act 1996 claimants are not entitled to bring a complaint of unfair dismissal unless they were employed for two years or more except in certain specific circumstances.
2. The claimant replied, essentially repeating his claims. He went on to say that striking out his claim would prevent full and fair examination of the facts. However, no reasons were given to suggest that the claimant was entitled to pursue the claim of unfair dismissal.
3. Accordingly, because none of the relevant exceptions apply, the claim for constructive unfair dismissal is struck out because the claimant does not have sufficient service to bring the claim.

Regional Employment Judge Pirani
Dated: 11 July 2025

Sent to the parties on
29 July 2025

For the Tribunal Office