



EMPLOYMENT TRIBUNALS

Claimant: Mr O Kayode

Respondent: DHL Services Ltd

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.
3. It is not necessary to determine whether, as the Claimant contends, he was continuously employed from November 2022 to June 2024. On his own case, he was continuously employed by the Respondent for less than two years. Therefore the Claimant is not entitled to bring a complaint of unfair dismissal.
4. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out.
5. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.

Approved by:

Employment Judge Tynan

Date: 26 September 2025

JUDGMENT SENT TO THE PARTIES ON

..14 October 2025.....

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FOR THE TRIBUNAL OFFICE