



EMPLOYMENT TRIBUNALS

Claimant: Lee Frankel

Respondent: Vector AI Ltd

JUDGMENT

1. The complaint that the claimant was unfairly dismissed is struck out.
2. The other complaints contained in the original claim form are not affected by this judgment.

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.
4. Despite being given the opportunity to do so, the Claimant has not presented any argument that he was employed for at least two years or that one of the exceptions apply. In particular, the Claimant has expressly stated that the claim is not based on an assertion of having been dismissed for making protected disclosures.
5. Having noted the contents of the Claimant's correspondence dated 2 July and 27 August 2025, my decision is that there is no reasonable prospect of an unfair dismissal complaint succeeding based on those arguments.
6. Accordingly, the complaint of unfair dismissal is struck out.

7. The claimant's other complaints are not affected by this judgment, and they will be the subject of separate orders.

Approved by:

Employment Judge Quill

Date: 1 October 2025

JUDGMENT SENT TO THE PARTIES ON

16 October 2025

FOR THE TRIBUNAL OFFICE