



EMPLOYMENT TRIBUNALS

Claimant: Mr L F Castillo Montesinos

Respondent: CleanTask Ltd

JUDGMENT

1. The claim was presented in the Bristol Employment Tribunal on 27th May 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£1,995.04 gross**.
3. The claimant was dismissed in breach of contract in respect of notice ((1 week at 40 hours x £15) and the respondent must pay damages to the claimant of **£600 gross**.
4. The respondent has failed to pay the claimant's holiday entitlement (7 days) and must pay the claimant **£840 gross**.
5. The respondent must pay the claimant **£3,435.04 gross** in total.
6. 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. 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. 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.

6. Accordingly, the complaint of unfair dismissal is struck out.

Approved by:
Employment Judge Bax
Date: 23 November 2025

JUDGMENT SENT TO THE PARTIES ON
24 November 2025

Jade Lobb
FOR THE TRIBUNAL OFFICE