



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A El Khalaf

**Respondent:** Southern Water

## 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. 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. By a letter dated 27 June 2025 the Tribunal gave the Claimant an opportunity to make representations or to request a hearing, as to why the complaint of Unfair Dismissal should not be struck out because the Claimant was employed for less than two years and no exceptions seem to apply
6. 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.
7. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment and remain listed for a Telephone Case Management Hearing on 28 January 2026.

**Approved by**  
**Employment Judge Bax**  
**Date: 9 December 2025**

JUDGMENT SENT TO THE PARTIES ON  
10 December 2025

Jade Lobb  
FOR THE TRIBUNAL OFFICE