



# EMPLOYMENT TRIBUNALS

**Claimant:** Adrian Tuakli

**Respondent:** Opia Limited

## 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. The claimant does not object to the strike out of his "ordinary" unfair dismissal claim.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints are not affected by this judgment.

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Employment Judge Liz Ord

Date 11 November 2025

**Case No: 6014717/2025**

JUDGMENT SENT TO THE PARTIES ON  
14 January 2026

FOR THE TRIBUNAL OFFICE

P Wing