



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Owen

**Respondent:** B and M

## JUDGMENT

The claim 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 these proceedings.
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 claim is struck out.

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Employment Judge S Jenkins  
Date: 30 October 2024

JUDGMENT SENT TO THE PARTIES ON

06 November 2024

Joanne Chambers  
FOR THE TRIBUNAL OFFICE