



EMPLOYMENT TRIBUNALS

Claimant: Mr. P McMinn

Respondent: Ascott Transport Limited

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 on his own case employed by the Respondent for less than two years and has not identified any category of automatically unfair dismissing not requiring that minimum period of continuous employment which is applicable to this claim.
4. Therefore, the Claimant is not entitled to bring these proceedings.
5. The Claimant has failed to give an acceptable reason, despite twice being given the opportunity to do so, why the complaint should not be struck out.
6. Accordingly, the claim is struck out and the hearing listed for **13th January 2026** is vacated.

Approved by:

Employment Judge Heap

Date: 30th December 2025

Sent to the parties on

...31 December 2025.....

For the Employment Tribunal

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