



EMPLOYMENT TRIBUNALS

Claimant: Mr D Clark

Respondent: Solo NW 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 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. The claimant's complaint of unlawful deductions from wages is not affected by this judgment and will proceed to final hearing.

Approved by
Employment Judge KM Ross

Date: 26 February 2026

JUDGMENT SENT TO THE PARTIES ON
Date: 17 April 2026

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FOR THE TRIBUNAL OFFICE