



# **EMPLOYMENT TRIBUNALS**

**Claimant:** De Vante Nembhard

**Respondent:** Beaver Floorcare Beaver Ltd

## **JUDGMENT**

The Claim is struck out.

## **REASONS**

1. The Claimant complains of unfair dismissal only.
2. Subject to certain exceptions, 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. 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.
5. Accordingly, the Claim is struck out in its entirety. The Respondent is not required to present a Response.

**Employment Judge Flood**  
**15 May 2026**