



EMPLOYMENT TRIBUNALS

Claimant: William Faris and others (see attached schedule)

Respondent: Decent International Limited

JUDGMENT

The complaint that the claimants were unfairly dismissed is struck out.

REASONS

1. The claimants complain 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 claimants were employed by the respondent for less than two years.
4. Therefore the claimants are not entitled to bring such a complaint.
5. The claimants have 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 claimants' other complaints are not affected by this judgment.

Employment Judge Liz Ord

Date: 14 April 2026

JUDGMENT SENT TO THE PARTIES

ON

17 April 2026

FOR THE TRIBUNAL OFFICE

P Wing

