



EMPLOYMENT TRIBUNALS

Claimant: Adrian Jennings

Respondent: Manchester Breakdown Services Limited

JUDGMENT

1. The complaint that the claimant was unfairly dismissed is struck out.
2. The complaint of breach of contract shall proceed to hearing.

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 other complaints are not affected by this judgment.

Approved by

Employment Judge Benson

Date: 30 April 2026

JUDGMENT SENT TO THE
PARTIES ON

22 June 2026

FOR THE TRIBUNAL OFFICE

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.