



EMPLOYMENT TRIBUNALS

Claimant: Mr Robbie Kumar

Respondent: Shine's Environmental

JUDGMENT

The complaint that the claimant was unfairly dismissed contrary to sections 94 and 98 of the Employment Rights Act 1996 is struck out.

REASONS

1. The claimant complains of unfair dismissal.
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. 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, **including his complaint of discriminatory dismissal pursued under the Equality Act**, are not affected by this judgment.

Approved by: -
Employment Judge Harding
Date of approval: **1st June 2026**

JUDGMENT SENT TO THE PARTIES ON
Date: 03 July 2026
Suriya Hussain
FOR THE TRIBUNAL OFFICE