



EMPLOYMENT TRIBUNALS

Claimant: Mr F Mahmud

Respondent: Mars Petcare UK

Heard at: Watford (by CVP)

On: 03 July 2026

Before: Employment Judge R Russell

Representation

Claimant: In person

Respondent: Mr M Green, Counsel

JUDGMENT

1. The Claimant's application to amend his claim to add a complaint of breach of contract is refused.
2. The complaint that the Claimant was unfairly dismissed is struck out.
3. 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. The Claimant was employed by the Respondent for less than two years. He was given an opportunity to explain why this complaint should not be struck out. He accepts that he does not have the required qualifying period of service.
4. The Claim is therefore dismissed in its entirety.

Approved by:

Employment Judge Russell

03 July 2026

JUDGMENT SENT TO THE PARTIES ON

20 July 2026

FOR THE TRIBUNAL OFFICE

Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full 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 claimant(s) and respondent(s).

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here: www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/