



EMPLOYMENT TRIBUNALS

Claimant: Joshua McNulty

Respondent: PRIORITY WASTE LIMITED

JUDGMENT

The complaint that the Claimant was unfairly dismissed is struck out.

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 explained that they do not seek to pursue a claim for unfair dismissal and are content for this element of the claim to be struck out.
6. Accordingly, the complaint of unfair dismissal is struck out. The Claimant's other complaints, namely notice pay and unlawful deduction of wages, are not affected by this judgment.

Approved by
Employment Judge Hutchings
Date: 13 July 2026

JUDGMENT SENT TO THE PARTIES ON
17 August 2026

FOR THE TRIBUNAL OFFICE