



EMPLOYMENT TRIBUNALS

Claimant: Jonathan Ure

Respondent: Home EcoEarner Limited

JUDGMENT

The complaint that the claimant was unfairly dismissed is struck out.
This does not affect the remainder of the claim

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, unless one of the specific exceptions apply.
3. The claim form implies that the claimant was employed by the respondent for less than two years.
4. Despite being given the opportunity to do so, the Claimant has not presented any argument that he was employed for at least two years or that one of the exceptions apply.
5. He has not stated any other objection to the complaint being struck out.
6. It is proportionate for the complaint of unfair dismissal to be struck out, and I strike it out.
7. The claimant's other complaints are not affected by this judgment. The respondent must submit a defence to the complaint that the claimant was a worker, and there were wages properly payable that were unpaid, and/or that there was a breach of contract.

Approved by

Employment Judge Quill

Date: 19 August 2026

JUDGMENT SENT TO THE PARTIES ON

19 August 2026

FOR THE TRIBUNAL OFFICE