



EMPLOYMENT TRIBUNALS

Claimant: Garry Pare

Respondent: Vista Panels

JUDGMENT

The claim is struck out.

REASONS

1. The Tribunal wrote to the claimant on 16 November 2025 warning them that the Tribunal was considering striking out the claim. This was because it appeared to the Tribunal, applying Rule 38 of the Employment Tribunal Procedure Rules 2024, that the claimant was employed for less than two years.

Under section 108 of the Employment Rights Act 1996 claimants are not entitled to bring a complaint of unfair dismissal unless they were employed for two years or more except in certain specific circumstances which do not seem to apply in your case.

2. The letter gave the claimant an opportunity to explain why the claim should not be struck out, or to request a hearing at which to do so. The claimant has not replied.
3. I am satisfied that the grounds for striking out the claim under Rule 38 apply, and that it would be in accordance with the overriding objective in Rule 3 to strike out the claim. This is because the Claimant did not respond to Strike Out Warning of 16 November 2025 asking him to show cause why, not having 2 years service for an unfair dismissal claim, his claim should not be struck out.
4. The claim is therefore struck out.
5. The hearing on **13 August 2026** will not take place.

Because the above decision was made by a Legal Officer, the claimant(s) or respondent(s) may, pursuant to rule 7 of the Employment Tribunal Procedure Rules 2024, apply in writing to the Tribunal within 14 days for it to be considered afresh by a Judge.

Approved by:

Legal Officer Sheard

21 July 2026

JUDGMENT SENT TO THE PARTIES ON
23 September 2026

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FOR THE TRIBUNAL OFFICE

Because the above decision was made by a Legal Officer, the claimant(s) or respondent(s) may, pursuant to rule 7 of the Employment Tribunal Procedure Rules 2024, apply in writing to the Tribunal within 14 days for it to be considered afresh by a Judge.