



EMPLOYMENT TRIBUNALS

Claimant: Mr P McNamara

Respondent: Morson Group

Heard at: Liverpool (in private; by telephone) **On:** 14 December 2021

Before: Employment Judge Buzzard (sitting alone)

REPRESENTATION:

Claimant: In Person

Respondent: Miss Beattie (Solicitor)

JUDGMENT

The claimant's claim is struck out.

REASONS

1. The claimant complains of unfair dismissal. 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. Therefore the claimant is not entitled to bring these proceedings.
5. The claimant has failed to identify a valid exclusion from the requirement to have not less than two years' service, despite being given the opportunity to do so. Accordingly, the claim is struck out.

Employment Judge Buzzard
14 December 2021

JUDGMENT SENT TO THE PARTIES ON
16 December 2021

FOR THE TRIBUNAL OFFICE