



# EMPLOYMENT TRIBUNALS

Claimant: S El-Fargali

Respondent: Michael Brown

## JUDGMENT

The complaint of unfair dismissal 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 2 years' service to make an unfair dismissal complaint.
3. The claimant was employed by the respondent for less than 2 years. Therefore, the claimant is not entitled to bring a complaint of unfair dismissal.
4. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out.
5. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaint is not affected by this judgment and shall proceed to a hearing on **9 June 2022**.

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Employment Judge Batten

Date: 1 June 2022

JUDGMENT SENT TO THE PARTIES ON

1 June 2022

FOR THE TRIBUNAL OFFICE