



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. N Steadman

**Respondent:** Sunnier Skies

## JUDGMENT

The claim is struck out.

## REASONS

1. The Claimant complains of unfair dismissal.
1. 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. The Claimant was employed by the Respondent for less than two years. The Claimant has set out the reasons that he considers his dismissal was unfair but those largely relate to personal issues or matters such as defamation which fall outside the jurisdiction of the Employment Tribunal. The Claimant does not advance any argument that he was dismissed for a reason which would amount to an automatically unfair reason where no minimum length of continuous service is required. He has therefore not shown any valid reason as to why the complaint of unfair dismissal should not be struck out or that the Employment Tribunal has jurisdiction to consider it.
2. Therefore, the claimant is not entitled to bring these proceedings and accordingly the claim is struck out.

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Employment Judge Heap  
Date: 7<sup>th</sup> October 2024