



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Palmer

**Respondent:** Taj Foods Limited

## JUDGMENT

The section 98 Employment Rights Act 1996 unfair dismissal complaint 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 two years service to make an unfair dismissal complaint.
3. The claimant was employed by the respondent for less than two years.
4. Therefore the claimant is not entitled to bring such a complaint.
5. 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.
6. Accordingly, the complaint of unfair dismissal is struck out. The claimant's other complaints (including his complaints of automatically unfair dismissal) are not affected by this judgment and will proceed to a hearing on 2, 3, 4, 5 and 6 June 2025.

*Employment Judge Bright*

*Date: 11 December 2024*

JUDGMENT SENT TO THE PARTIES ON

Date: 13 December 2024

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FOR THE TRIBUNAL OFFICE