



EMPLOYMENT TRIBUNALS

Claimant: Mr F Gower

Respondent: Erif UK Ltd c/o J Seabrook

JUDGMENT

1. The complaint of Unfair Dismissal and is struck out for the reasons set out below at paragraphs 1 and 2.
2. The complaints of Religion/ Belief Discrimination and unlawful deduction of wages are struck out for the reasons set out at paragraphs 3 and 4.

REASONS

1. By a letter dated 31 July 2024 the Tribunal gave the Claimant an opportunity to make representations or to request a hearing, as to why the complaint of Unfair Dismissal should not be struck out because you do not have the required service to claim under section 108 of the Employment Rights Act 1996 and no exemption appears to apply.
2. The Claimant has failed to make representations in writing, or has failed to make any sufficient representations, why this should not be done or to request a hearing. The complaint of Unfair Dismissal is therefore struck out.
3. The claimant was requested to adequately particularise his claims of religion /belief discrimination and his claim of unlawful deduction of wages. He has failed to do so despite a warning that failure to comply may result in his claim being dismissed.
4. Accordingly those claims are struck out on account of a failure to actively pursue them / failing to comply with the Tribunal Order.

Employment Judge Self
20 December 2024

JUDGMENT SENT TO THE PARTIES ON
17 January 2024 By Mr J McCormick

FOR THE TRIBUNAL OFFICE