



EMPLOYMENT TRIBUNALS

Claimant: Mr M Williamson

Respondent: Orsted

JUDGMENT

The complaint that the claimant was unfairly dismissed 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. There being no response to the Employment Tribunal's letter of 3 October 2024, Employment Judge Tobin has struck out this claim as the claimant does not have the requisite 2-years service for a complaint of unfair dismissal, under s94 Employment Rights Act 2010.
5. Therefore the claimant is not entitled to bring such a complaint.
6. 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.
7. Accordingly, the complaint of unfair dismissal is struck out. The claimant ticked the box for making a whistleblowing complaint but there is nothing in the details of complaint that might indicate a complaint of automatic unfair dismissal such that it could be responded to meaningfully by the claimant's former employer.

Employment Judge Tobin
Date: 03.12.2024

JUDGMENT SENT TO THE PARTIES ON
10 December 2024

FOR THE TRIBUNAL OFFICE

