



EMPLOYMENT TRIBUNALS

Claimant: Mr P Shipton

Respondent: Royal Mail Group Plc

JUDGMENT

The claim 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 unless one of the exceptions set out in the Employment Rights Act 1996 applies.
3. The claimant was employed by the respondent for less than two years.
4. Therefore, the claimant is not entitled to bring these proceedings unless one of the exceptions applies.
5. The claimant was given an opportunity, by letter of 19 February 2020, to say why the complaint should not be struck out. His letter of 27 February 2020 does not give any information which indicates that one of the exceptions in the Employment Rights Act 1996 to the requirement to have at least two years' service to be able to bring a complaint of unfair dismissal applies in his case.
6. Accordingly, the claim is struck out.

Employment Judge Slater

18 March 2020

Case No:2401179/2020

JUDGMENT SENT TO THE PARTIES ON

20 March 2020

FOR THE TRIBUNAL OFFICE