



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M SMITH

**Respondent:** NORDEN DUST COVERS LIMITED

**Heard at:** Manchester via CVP **On:** 11 November 2020

**Before:** Employment Judge Sharkett  
(sitting alone)

## REPRESENTATION:

**Claimant:** No appearance

**Respondent:** Mr J Walton

# JUDGMENT

1. The claimant has insufficient continuity of service to bring a claim of unfair dismissal under s111 Employment Rights Act 1996
2. The Tribunal does not have jurisdiction to hear the claimant's claim of unfair dismissal
3. The claimant's claim for payment in lieu of holidays accrued under the Working Times Regulation but not taken at the date of dismissal is not well founded and is dismissed.

Employment Judge Sharkett

Date: 11 November 2020

JUDGMENT SENT TO THE PARTIES ON

16 November 2020

FOR THE TRIBUNAL OFFICE

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