



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A W Hubbard

**Respondent:** Shaun Standent t/a The Puriton Inn

## JUDGMENT

The complaint of Constructive Dismissal is struck out.

## REASONS

1. The claimant complains of Constructive dismissal.
2. Section 108 of the Employment Rights Act 1996 requires a claimant to have not less than two years' service to make a Constructive 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 following the letter from the Tribunal dated 8<sup>th</sup> September, why the complaint should not be struck out.
6. Accordingly, the complaint of Constructive dismissal is struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Midgley  
Date: 14 February 2022

Judgment sent to parties: 15 February 2022

FOR THE TRIBUNAL OFFICE